

**AT-WILL EMPLOYMENT AGREEMENT AMENDMENT**  
**Between**  
**COMPASS CHARTER SCHOOLS AND J.J. LEWIS**

This Employment Agreement Amendment (“Amendment”) is entered into by and between the above-named employee (“Employee”) and the Governing Board (“Board”) of Compass Charter Schools (“Compass”). This Amendment does not constitute a new contract for employment; it only modifies the following:

**A. Term**

Board hereby employs Employee for a period of three (3) years, beginning July 1, 2018 and terminating on June 30, 2021.

**B. Duties**

Employee shall work in the position of Superintendent & CEO. Employee will perform such duties as Compass may reasonably assign and Employee will abide by all Compass’ policies and procedures as adopted and amended from time to time. Employee further agrees to abide by Compass’ charters.

**C. Compensation**

The annual compensation for this position shall be \$\_\_\_, subject to all regular withholdings, which shall be paid in 24 bi-monthly installments of \$\_\_\_. Employee’s compensation may be prorated depending on whether he/she remains employed, or in active work status, for the entire year. As an exempt employee, Employee shall not be eligible to earn overtime.

**D. ACCEPTANCE OF EMPLOYMENT**

By signing below, the Employee declares as follows:

1. I have read this Amendment and accept employment with Compass on the terms specified herein.
2. All information I have provided to Compass related to my employment is true and accurate.
3. This is the entire amendment between Compass and me regarding the terms and conditions of my employment. This is a final and complete amendment and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Amendment.

Employee Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**Compass Approval:**

Date: \_\_\_\_\_

\_\_\_\_\_  
Matt Koblick, Board Chair