

**Richardson ISD
Fourth Amended Contract of Employment for Superintendent**

State of Texas §
 §
County of Dallas §

Contract Terms

WHEREAS, the Richardson Independent School District’s Board of Trustees (“Board”) and Tabitha Branum (“Superintendent”) entered into an Employment Contract (“Contract”) dated August 9, 2022; and

WHEREAS, the Board and Superintendent agreed to enter into the First Amendment to the Contract on June 8, 2023 to extend the Contract through August 9, 2026; and

WHEREAS, the Board and Superintendent agreed to enter into the Second Amendment to the Contract on November 9, 2023 to extend the Contract through August 9, 2027 and amend Term 6.1 and Term 6.6 and to add Term 6.15 and Term 6.16; and

WHEREAS, the Board and Superintendent agreed to enter into the Third Amendment to the Contract on September 19, 2024 to extend the Contract through August 9, 2028 and amend Terms 5.4, 6.1 and 6.6 and to add Term 6.17;

WHEREAS, the Board met on September 18, 2025 to vote on additional updates to the Contract and offered the Superintendent a Fourth Amendment to the Contract; and

WHEREAS, the Superintendent accepted the Fourth Amendment to the Contract;

NOW, THEREFORE, the Board and the Superintendent, for and in consideration of the terms hereinafter established and pursuant to Section 11.201 of the Texas Education Code, and Section 2.2 of the Contract, have agreed, and do hereby agree, that the Superintendent’s Contract of Employment executed on August 9, 2022 and subsequent amendments are amended as follows and have determined that this amendment is necessary for the conduct of the public schools within the District.

The following terms of the Contract are amended as follows:

1. Term 2.1. is hereby amended by striking the date “August 9, 2028” and replacing it with “August 9, 2030”.
2. Term 5.4 is amended to add the following language at the end of the paragraph, “The Superintendent acknowledges that any outside consulting/engagement must comply with Texas Education Code, Section 11.006.”
3. Term 7.2 is amended to change the evaluation month from June to January as follows,

with the remaining language staying the same:

The Board shall evaluate and assess the performance of the Superintendent in writing at least once each year by the end of January during the term of this Contract...”

All other terms and conditions of the Superintendent’s August 9, 2022 Contract and previous First, Second and Third Amendments shall remain in full force and effect unless specifically changed by this Fourth Amendment.

This Amendment is effective September 18, 2025, upon final execution of the signatures listed below.

EXECUTED this, the 18th day of September of the year 2025.

FOR RICHARDSON ISD:



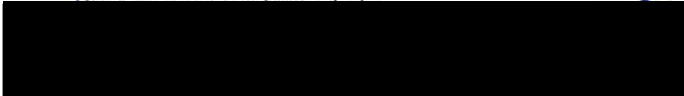
Chris Poteet, Board President
Richardson ISD

ATTEST BY:



Debbie Rentería, Board Secretary
Richardson ISD

FOR SUPERINTENDENT:



Tabitha Branum, Superintendent of Schools
Richardson ISD