

**BOARD OF TRUSTEES
RICHARDSON INDEPENDENT SCHOOL DISTRICT
RICHARDSON, TEXAS**

Date: March 12, 2026

Submitted by: Board Services through Leticia D. McGowan, General Counsel

ACTION ITEM

TOPIC: Fifth Amendment to Superintendent Employment Contract

BACKGROUND INFORMATION:

The Board and the Superintendent, for and in consideration of the terms hereinafter established and pursuant to the authority of Chapter 11, Subchapters D and E, Section 11.201 of the Texas Education Code and Chapter 21 of the Texas Education Code, and Section 2.2 of the Superintendent's Contract have agreed to amend the Superintendent's Employment Contract and the Board has determined that this amendment is necessary for the conduct of the public schools within the District.

RECOMMENDATION:

The Board finds that this amendment is necessary for the conduct of public schools within Richardson ISD and recommends that the Board approve the proposed amendment to the Superintendent's Employment Contract.

Richardson ISD
Fifth 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 and Superintendent agreed to enter into the Fourth Amendment to the Contract on September 18, 2025 to extend the Contract through August 9, 2030 and amend Terms 5.4 and 7.2;

WHEREAS, the Board met on March 12, 2026 to vote on additional updates to the Contract and offered the Superintendent a Fifth Amendment to the Contract; and

WHEREAS, the Superintendent accepted the Fifth 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 6.1 is hereby amended by replacing the annual base salary to reflect “three hundred seventy-five thousand and no/100 dollars (\$375,000.00)”.
2. Term 6.9 is hereby amended by striking the number “10” and replacing it with the number “20”.

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

This Amendment is effective March 12, 2026, upon final execution of the signatures listed below.

EXECUTED this, the 12th day of March of the year 2026.

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