

## **AMENDMENT TO SUPERINTENDENT CONTRACT**

THIS AMENDMENT TO SUPERINTENDENT CONTRACT (“Amendment”) is made this \_\_\_\_ day of June, 2025, by and between the Board of Education (“Board”) of Douglas County School District RE-1 (“District”) and Erin Kane (“Superintendent”).

### **RECITALS**

WHEREAS, the District and Superintendent are parties to that certain Superintendent Contract dated March 29, 2022 (“Contract”); and

WHEREAS, under the Contract, the Board must conduct annual formative and summative evaluations of the Superintendent each year, which process is not in alignment with the Board’s policy governance process; and

WHEREAS, the District and the Superintendent have entered into a new superintendent contract which commences on July 1, 2025, and, among other things, eliminates the annual formative and summative evaluation requirement to ensure fidelity to the Board’s policy governance process; and

WHEREAS, the Board has completed a current-year evaluation of the Superintendent in compliance with its policy governance process; and

WHEREAS, for the foregoing reasons, the District and the Superintendent desire to amend the Contract to waive the requirement to complete Superintendent’s summative evaluation for the 2024-2025 school year.

### **AGREEMENT**

NOW, THEREFORE, the Board and the Superintendent, in consideration of the foregoing recitals, incorporated by reference herein, and the terms, conditions, and covenants set forth herein, agree that the provisions of the Contract are amended as follows:

1. Waiver of Evaluation. The District and the Superintendent waive and release their respective rights, benefits, and obligations under Section 6.1 of the Contract and acknowledge and agree that they shall not conduct a summative evaluation of the Superintendent’s performance for the 2024-2025 contract year.

2. Ratification. Except as set forth in this Amendment, the Contract will remain in full force and effect as originally written and executed by the parties.

IN WITNESS WHEREOF, the parties have executed this Amendment to Superintendent Contract as of the date first above written.

DOUGLAS COUNTY SCHOOL DISTRICT RE-1

By \_\_\_\_\_  
President, Board of Education

ATTEST:

\_\_\_\_\_  
Secretary, Board of Education

SUPERINTENDENT

\_\_\_\_\_  
Erin Kane