

ADDENDUM TO
SUPERINTENDENT CONTRACT OF EMPLOYMENT

This Addendum to the Superintendent Contract of Employment (Agreement) is entered into this 16th day of December 2024 between **GRAND RAPIDS PUBLIC SCHOOLS**, a Michigan school district, whose address is 1331 Martin Luther King Jr. St SE, Grand Rapids, Michigan 49506 (GRPS) and **DR. LEADRIANE ROBY, PH.D.** (Superintendent), collectively known as the “Parties,” to amend the Agreement.

This Addendum shall amend the Agreement between the Parties in response to recent legislative updates affecting school administrator evaluations. This Addendum shall supersede and replace all prior addendums related to the Agreement between GRPS and the Superintendent. The provision in the Agreement is amended as follows:

3. **COMPENSATION**

- a. The Board agrees to pay the Superintendent an annual salary of \$254,684 starting July 1, 2023, for services during each year of the contract in equal biweekly installments. Until June 30, 2024, the Superintendent shall receive an annual performance-based salary increase of 3% for a highly effective performance evaluation rating or a 2% performance-based salary increase for an effective performance evaluation rating. Beginning July 1, 2024, the Superintendent shall receive an annual performance-based salary increase of 3% for an effective performance evaluation rating. The performance-based salary increase shall take effect on January 1 based on the most recent performance evaluation rating. The Superintendent shall also receive an annual salary increase at the same rate provided to the administrative group. This salary increase shall take effect on July 1. The Board retains the right to adjust upward the annual salary of the Superintendent based on performance.

SPECIAL CERTIFICATION

The parties signing this Addendum certify by their signatures that they are authorized to sign this Addendum on behalf of the responsible governing board, official, agency, company, or individual.