

**FOURTH ADDENDUM TO THE
EMPLOYMENT AGREEMENT BETWEEN
CITRUS COMMUNITY COLLEGE DISTRICT
AND
DR. GREG SCHULZ**

This Fourth Addendum to the Employment Agreement between Citrus Community College District and Dr. Greg Schulz ("Fourth Addendum"), is entered into on July 15, 2025, and will be effective July 1, 2025, and amends the Employment Agreement between Citrus Community College District and Dr. Greg Schulz ("Agreement"), entered into on June 15, 2021, as amended by the First Addendum to the Agreement, entered into on June 21, 2022, by the Second Addendum to the Agreement, entered into on July 18, 2023, and as amended by the Third Addendum to the Agreement, entered into on June 18, 2024, as follows:

1. The first sentence of Paragraph 1, POSITION AND TERM, of the Agreement, shall be deleted in its entirety and replaced with the following:

The Board hereby employs Dr. Schulz as Superintendent/President of the Citrus Community College District (hereafter "District") for the period beginning July 1, 2025 and ending June 30, 2029.

2. Dr. Schulz reached the fourth and final step of the Superintendent/President's Salary Schedule effective July 1, 2024. The Board of Trustees will not add a Step 5 to the Superintendent/President's Salary Schedule for the 2025-2026 academic year. Rather, Dr. Schulz shall remain on Step 4 of the salary schedule in effect on July 1, 2025, earning a salary of three hundred ninety-nine thousand eighty-three dollars (\$399,083), payable in twelve (12) approximately equal monthly payments, following the accrual of the pay period. In lieu of a salary step increase for the 2025-2026 school year, the Parties hereby agree to increase deferred compensation provided to Dr. Schulz from two percent (2%) to five percent (5%). To this end, Paragraph 2, SALARY AND OTHER COMPENSATION, subdivision h. shall be deleted in its entirety and replaced with the following:

The District will contribute to a deferred compensation plan, such as an IRC 403(b) or IRC 457 plan, as selected by the Superintendent/President, in an amount equal to five percent (5%) of the annual salary set forth in Paragraph 2, subdivision b., in twelve (12) approximately equal monthly installments along with his regular salary, prorated for partial years of service.

3. All other terms and conditions of the Agreement not modified by this Fourth Addendum shall remain in full force and effect.
4. This Fourth Addendum shall be attached to and incorporated into the Agreement.

The effectiveness of this Fourth Addendum shall be contingent upon approval by the District's Board of Trustees at a regular meeting, as required by law.

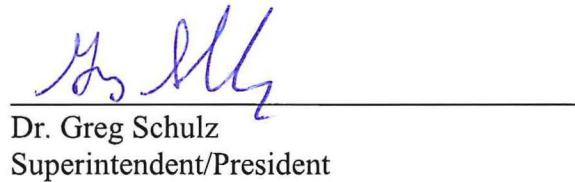
IN WITNESS THEREOF, the parties hereto have duly approved and executed this Fourth Addendum on the day and year written below.

FOR THE BOARD OF TRUSTEES OF THE
CITRUS COMMUNITY COLLEGE DISTRICT

Date: July 15, 2025


Dr. Cheryl Alexander
Board President

Date: July 15, 2025


Dr. Greg Schulz
Superintendent/President