



**D. Timing of Performance Pay**

The performance pay shall be made within sixty-days (60) of when the goal is accomplished and fully satisfied for the applicable school year, or at a later date (that same taxable year when earned and vested) if requested by the CEO, but in no event shall it be delayed in a manner triggering deferred compensation liabilities or penalties under applicable law, including Section 409A of the Tax Code.

All other terms and conditions of the Contract shall remain in effect.

**IDEA PUBLIC SCHOOLS**

**SUPERINTENDENT/CEO**

[Collin Sewell \(Oct 5, 2024 08:08 CDT\)](#)



Collin Sewell  
Chairman of the Board

Dr. Jeffrey Cottrill  
IDEA Public Schools Superintendent/CEO

Dated: Oct 5, 2024

Dated: Oct 5, 2024

# 2024.09.27 Cottrill Addendum to Contract

Final Audit Report

2024-10-05

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