

**FIRST AMENDMENT TO
EMPLOYMENT AGREEMENT**

This First Amendment (“Amendment”) to the Employment Agreement dated September 9, 2025, is made and entered into between **The Charlotte-Mecklenburg Board of Education** (“Board”) and **Melissa Balknight** (“Deputy Superintendent”). The parties agree to the following amendment to the Deputy Superintendent Agreement dated May 31, 2023 (“Agreement”):

1. **Amendment of the Agreement.** Effective as of September 9, 2025, the Agreement is hereby amended.
2. **Initial Term.** The term of the initial Agreement was from August 3, 2023 to June 30, 2027.
3. **Revision to Term.** The parties agree to extend the Agreement’s ending date from June 30, 2027 to June 30, 2028.
4. **Revision to Benefits.** The parties agree to increase the local paid leave from five (5) additional days to twenty (20) additional days.
5. **Retirement Contribution.** The parties agree that in addition to the contributions by the Board to the North Carolina Teachers' and State Employees' Retirement System (“NCTSERS”) that are required by law during the Term, the Board agrees that if the Deputy Superintendent receives an overall performance evaluation of Accomplished, the Deputy Superintendent will be entitled to additional employer payments in an amount equal to 4% of the Base Salary, effective December 31, 2025; 5% of the Base Salary, effective December 31, 2026; and 6% of the Base Salary, effective December 31, 2027.
6. **Contract Otherwise Unchanged.** The parties hereby agree that, except as specifically amended by this fully executed written addendum to the Agreement, all other terms, conditions, provisions, obligations, rights, and remedies contained in the Agreement shall remain unchanged and in full force and effect as a binding contract between the parties. This Amendment shall be read and construed together with the Agreement as one unified document.

The parties are signing this Agreement effective as of the date stated in the introductory clause.

**THE CHARLOTTE-MECKLENBURG
BOARD OF EDUCATION**

Stephanie Sneed, Chair

ATTEST:

Gregory “Dee” Rankin, Vice Chair

**Melissa W. Balknight
Deputy Superintendent**

Approved as to form:

André F. Mayes, General Counsel

**THIS INSTRUMENT HAS BEEN PREAUDITED IN THE MANNER REQUIRED BY THE SCHOOL
BUDGET AND FISCAL CONTROL ACT.**

By: _____
Kelly Kluttz, Finance Officer