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**FLORIDA AGRICULTURAL AND MECHANICAL UNIVERSITY BOARD OF TRUSTEES
FIRST AMENDMENT OF THE PRESIDENT'S EMPLOYMENT AGREEMENT
FOR MARVA B. JOHNSON, J.D.**

This First Amendment is made effective February ___, 2026, by and between the Florida Agricultural and Mechanical University Board of Trustees (hereinafter referred to as "Board"), a public body corporate of the State of Florida, and President Marva B. Johnson (hereinafter referred to as "President Johnson") (collectively referred to as "Parties").

RECITALS

WHEREAS, the Parties entered into the President's Employment Agreement dated June 24, 2025 ("Agreement"), pursuant to which the Parties agreed that President Johnson would serve as the President of Florida Agricultural and Mechanical University (hereinafter referred to as "University") for a term of five (5) years commencing on August 1, 2025; and

WHEREAS, the Parties agreed that President Johnson would receive other compensation during her employment including Relocation Reimbursement as set forth in Paragraph 6.2 of the Agreement; and

WHEREAS, the Parties agreed that President Johnson would reside in the University's President House for the duration of her employment once available for permanent occupancy as provided in Paragraph 10.1 of the Agreement; and

WHEREAS, the University's President House is not available for permanent occupancy at this time and may not be readily available to be occupied as intended in the foreseeable future; and

WHEREAS, the Board desires to amend the Agreement and provide President Johnson a housing allowance until permanent occupancy is provided for in the University's President House.

NOW, THEREFORE, for and in consideration of mutual promises, covenants, and conditions contained herein, and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Board and President Johnson agree as follows:

TERMS

1. The Recitals to this First Amendment of the President's Employment Agreement are incorporated into and made a part hereof.

2. A true and correct copy of the President's Employment Agreement is attached hereto as Exhibit A and made a part hereof and together hereinafter constitute the "Complete Agreement."

3. Article 6.2 of the President's Employment Agreement is hereby amended to reflect that the President shall receive a one-time payment of Twenty-Five Thousand Dollars (\$25,000.00) as moving and relocation expenses associated with her transitional efforts to Tallahassee, Florida. This one-time payment shall be made within thirty (30) days of this First Amendment being fully executed.

4. Article 6.2 of the President's Employment Agreement is hereby further amended to reflect that President Johnson shall also receive a monthly housing allowance of Five Thousand Dollars (\$5,000.00) beginning March 1, 2026, and continuing until such time that the University's President's House becomes available for permanent occupancy as intended.

5. The terms and conditions of the President's Employment Agreement not in conflict with this First Amendment are restated and incorporated herein.

THEREFORE, Marva B. Johnson, President, and Deveron Gibbons, Chair and authorized representative of the Florida Agricultural and Mechanical University Board of Trustees, have executed this Agreement on the dates appearing below.

Deveron Gibbons, J.D.
FAMU Board Chair

Date

Marva B. Johnson, J.D.
FAMU President

Date

Approved as to Form and Legality:

FAMU Vice President for Legal Affairs
and General Counsel

Date