

E. Approval of Amendment to Contract of Employment for Superintendent

The Board of Trustees approved the Amendment to Contract of Employment for Superintendent.

Motion by R Michael Dutton, second by Robert 'Bob' Davis.

Final Resolution: Motion Carries

Aye: Barbara Willibrand, Jill McGrady, R Michael Dutton, Dana F Coleman, Robert 'Bob' Davis

II. Compensation

The Superintendent's current salary for the 2018-2019 school year is two hundred ninety nine thousand three hundred sixty-one dollars (\$299,361.00).

On July 1 of each year of this Agreement, the Superintendent's salary shall be increased by an amount equal to, but not to exceed, a cost-of-living adjustment, as measured by the California Consumer Price Index ("CPI") for Urban Wage Earners and Clerical Workers as calculated by the Department of Industrial Relations. Any such increase shall not exceed 3%. This shall occur provided that the Superintendent shall have received a satisfactory evaluation, as determined by the Board, for that year. If the Superintendent's evaluation is not completed by the first regular Board meeting held in December, it shall be deemed the Superintendent has received a satisfactory evaluation for purposes of receiving any salary increase and contract extension. Any entitlement, excluding salary increases, granted to any District bargaining unit, or District administrative employee shall be matched and applied to the Superintendent's contract. If salary increases are granted to any District bargaining unit, or District administrative employee, that exceed the CPI for Urban Wage Earners and Clerical Workers as calculated by the Department of Industrial Relations the California Consumer Price Index, the Board shall, at that time, consider whether to provide the Superintendent a similar salary increase, which shall be subject to ratification at a regularly scheduled Board meeting.

VI. Benefits and Reimbursements

Health and Welfare

The Superintendent shall receive fully paid health and welfare benefits for himself and eligible dependents. In addition, upon his retirement, termination, or disability, the Superintendent, after reaching the age of 55, shall receive fully paid medical, dental, and vision benefits. This benefit shall include the Superintendent and eligible dependents and continue until the Superintendent is age 75. In the event the Superintendent shall pass away prior to reaching age 75, the spouse shall receive the benefits until the Superintendent would have reached 75. All statutes applicable to sick leave, disability leave and retirement for certificated employees shall apply.

For purposes of this section, "eligible dependents" include the Superintendent's spouse and "qualifying children" as defined by the Internal Revenue Service.

Expense Reimbursements

The District shall reimburse the Superintendent all actual and necessary expenses incurred within the scope of his employment.

Membership Organization Dues Payment

The District shall pay membership fees for the Superintendent in various professional organizations and committees and shall encourage the Superintendent to participate on professional committees. These shall include, but not be limited to annual membership fees for AASA, ACSA, Chamber of Commerce, CSBA, and such other memberships as may be approved informally by the Board.