

DAVIS JOINT UNIFIED SCHOOL DISTRICT

**AMENDMENT TO EMPLOYMENT AGREEMENT FOR DISTRICT
SUPERINTENDENT**

This Amendment is made and entered into November 21, 2019, by and between the Board of Trustees of the Davis Joint Unified School District (hereinafter "Board"), County of Yolo, State of California, and Dr. John Bowes, Ed.D. ("Superintendent").

In accordance with Paragraph 16 of the "Employment Agreement For District Superintendent," dated December 21, 2017 ("Agreement"), as amended by the "Amendment to Employment Agreement for District Superintendent," dated November 15, 2018 ("2018 Amendment") the parties thereto hereby agree that Paragraph 1, Term, of the Agreement is hereby amended to read as follows:

The term of this Agreement commences July 1, 2020 and terminates June 30, 2024. The term of this Agreement shall not be automatically extended. The Board and Superintendent may annually agree to mutually extend the term of this Agreement or enter into a new four year contract on the same or revised terms. No such extension or renewal shall be effective unless action has been taken by the Board in public session at a regular meeting (Government Code section 54945(b)).

In accordance with Paragraph 16 of the Agreement, the parties thereto further agree that the first paragraph of Paragraph 5, Compensation, of the Agreement, as amended by the 2018 Amendment, is hereby amended to read as follows:

The Superintendent's annual base salary commencing July 1, 2020 shall be Two Hundred Fifty-One Thousand Seven Hundred Thirty-Seven Dollars (\$251,737), prorated for less than one year of service and paid in equal monthly installments. In lieu of step and column increases as provided to other certificated and classified employees, and upon annually receiving a satisfactory or better performance evaluation, the Superintendent shall be compensated in accordance with four (4) salary steps which provide for successive annual base salary increases equal to three percent (3%) of the preceding annual base salary effective July 1 of each succeeding school year (*see e.g.*, "District Senior Cabinet Salary Information"). The Superintendent shall annually receive the Earned Doctorate Bonus paid to certificated bargaining unit employees.

The second Paragraph of Section 5 of the Agreement, and the second Paragraph of the section of the 2018 Amendment addressing salary shall remain in full force and effect as stated therein. The third Paragraph of Section 5 of the Agreement is hereby deleted.

The preceding amendments supersede and replace any conflicting provisions in Paragraphs 1 and 5 of the Agreement. Except as set forth herein, the 2018 Amendment shall be of no further force or effect. All other terms and conditions set forth in the Employment Agreement shall

continue unchanged except as amended, extended, or renewed by mutual written agreement between the parties.

Dated: _____

Dated: _____

BOB POPPENEGA
President, Board of Education

JOHN BOWES, Ed.D.
Superintendent

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