

DAVIS JOINT UNIFIED SCHOOL DISTRICT

**AMENDMENT TO EMPLOYMENT AGREEMENT FOR DISTRICT
SUPERINTENDENT**

This Amendment is made and entered into November 15, 2018, 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"), the parties thereto hereby agree that Paragraph 1, Term, shall be amended to read as follows:

The term of this Agreement commences July 1, 2019 and terminates June 30, 2023. 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 "Employment Agreement For District Superintendent," dated December 21, 2017 ("Agreement"), the parties thereto further agree that the first and third full paragraphs of Paragraph 5, Compensation, shall be amended to read as follows:

The Superintendent's annual base salary commencing July 1, 2019 shall be Two Hundred Forty-One Thousand Ninety Hundred Eighty-Five Dollars (\$241,985), 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.

In the event the Board of Trustees approves an increase or reduction in total compensation for employees in the certificated bargaining unit during any year of this Agreement, the annual salary of the Superintendent shall be increased or reduced by a corresponding equivalent amount for the same period as the increase or reduction in total compensation for certificated bargaining unit employees.

The preceding amendments supersede and replace any conflicting provisions in Paragraphs 1 and 5 of the Employment Agreement For District Superintendent, dated December 21, 2017. All other terms and conditions set forth in the Employment Agreement For District

Superintendent, dated December 21, 2017, shall continue unchanged except as amended, extended, or renewed by mutual written agreement between the parties.

Dated: _____

Dated: _____

TOM ADAMS
President, Board of Education

JOHN BOWES, Ed.D.
Superintendent