

DAVIS JOINT UNIFIED SCHOOL DISTRICT

**AMENDMENT TO EMPLOYMENT AGREEMENT FOR DISTRICT
SUPERINTENDENT**

This Amendment is made and entered into June 21, 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 June 2, 2016 ("Agreement"), the parties thereto hereby agree that the first paragraph of Paragraph 5, Compensation, shall be amended to read as follows:

The Superintendent's annual base salary commencing July 1, 2017 shall be Two Hundred Twenty-Eight Thousand Ninety-Four Dollars (\$228,094), 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 according to a four (4) step salary schedule which provides for successive annual base salary increases equal to three percent (3%) of the preceding annual base salary. The Superintendent shall annually receive the Earned Doctorate Bonus paid to certificated bargaining unit employees.

In accordance with Paragraph 16 of the "Employment Agreement For District Superintendent," dated December 21, 2017 ("Agreement"), the parties thereto hereby agree that the first paragraph of Paragraph 5, Compensation, shall be amended to read as follows:

The Superintendent's annual base salary commencing July 1, 2018 shall be Two Hundred Twenty-Eight Thousand Ninety-Four Dollars (\$228,094), 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 according to a four (4) step salary schedule which provides for successive annual base salary increases equal to three percent (3%) of the preceding annual base salary. If Superintendent receives a satisfactory or better performance evaluation in November/December 2018, the salary increase equal to three percent (3%) shall apply retroactively to July 1, 2018. Any subsequent salary increases equal to three percent (3%) shall apply to the preceding annual base salary effective July 1 of each succeeding school year. The Superintendent shall annually receive the Earned Doctorate Bonus paid to certificated bargaining unit employees. In addition, the Superintendent shall receive, no later than January 31, 2019, a one-time lump sum payment equal to two percent (2%) of his base annual salary for the 2018-2019 school year.

The preceding amendments supersede and replace any conflicting provisions in Paragraph 5 of the Employment Agreements For District Superintendent, dated June 2, 2016, and December 21, 2017, respectively. All other terms and conditions set forth in the Employment Agreements For District Superintendent, dated June 2, 2016, and December 21, 2017, shall continue unchanged for the term of those respective Agreements, 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