

**DAVIS JOINT UNIFIED SCHOOL DISTRICT**

**AMENDMENT TO EMPLOYMENT AGREEMENT BETWEEN DAVIS JOINT  
UNIFIED SCHOOL DISTRICT AND BRUCE COLBY**

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 Bruce E. Colby ("Chief Business and Operations Officer").

In accordance with Paragraph 18 of the "Employment Agreement Between Davis Joint Unified School District and Bruce E. Colby," dated November 17, 2016 ("Agreement"), the parties thereto hereby agree that the first paragraph of Paragraph 2, Salary, shall be amended to read as follows:

The Chief Business and Operations Officer's base annual salary commencing July 1, 2017 shall be Two Hundred Twelve Thousand One Hundred Eighty Dollars (\$212,180), 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 Chief Business and Operations Officer shall be compensated according to a four (4) step salary schedule ("District Senior Cabinet Salary Information") which provides 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.

In accordance with Paragraph 18 of the "Employment Agreement Between Davis Joint Unified School District and Bruce E. Colby," dated December 21, 2017 ("Agreement"), the parties thereto hereby agree that the first paragraph of Paragraph 2, Salary, shall be amended to read as follows:

The Chief Business and Operations Officer's base annual salary commencing July 1, 2018 shall be Two Hundred Eighteen Thousand Five Hundred Forty-Five Dollars (\$218,545), 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 Chief Business and Operations Officer shall be compensated according to a four (4) step salary schedule ("District Senior Cabinet Salary Information") which provides 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. In addition, the Chief Business and Operations Officer shall receive, no later than November 15, 2018, 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 2 of the Employment Agreements Between Davis Joint Unified School District And Bruce E. Colby, dated November 16, 2016, and December 21, 2017, respectively. All other terms and

conditions set forth in the Employment Agreements Between Davis Joint Unified School District and Bruce E. Colby, dated November 16, 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: \_\_\_\_\_

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TOM ADAMS  
President, Board of Education

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BRUCE E. COLBY  
Chief Business and Operations Officer