

SOUTH MONTEREY COUNTY JOINT UNION HIGH SCHOOL DISTRICT  
BOARD OF EDUCATION  
*SPECIAL BOARD MEETING*

Wednesday, July 6, 2016

South Monterey County Joint Union High School District Board Room  
800 Broadway  
King City, CA 93930

BOARD OF EDUCATION

Paulette Bumbalough – President  
Joe Santibanez – Clerk  
Mike LeBarre – Member  
David Gaboni – Member  
Leslie Girard – Member

SUPERINTENDENT

Daniel R. Moirao, Ed.D.

OPEN SESSION: 8:00 AM

A. CALL TO ORDER

B. FLAG SALUTE

- C. PUBLIC COMMENT: The public may address the Board regarding general school district topics or a specific agenda item. The person wishing to speak must complete a Request to be Heard Form prior to the meeting, indicating whether they wish to address a non-agenda item or a specific item and present it to the Executive Assistant. This is an opportunity to address the Board when that item is acted upon. Unless otherwise determined by the Board/State Administrator, each person is limited to 3 (three) minutes. If a large number wish to speak on a specific item, there is a limit of 20 minutes total input on an item.

El público puede dirigirse a la Mesa Directiva de Educación con respecto a asuntos generales o a asuntos especificados en la agenda. La persona que quiera hablar debe de completar la forma que se le da a la comunidad pidiendo permiso antes de la junta, indicando si se desea hacer algún comentario sobre un tema de la agenda o algún otro asunto y presentarlo a la Secretaría de el Superintendente. Esta es una oportunidad de dirigirse a la Mesa Directiva de Educación cuando un asunto se este llevando acabo. A menos que se determine de otra manera por el Administrador de el Estado, cada persona tiene un máximo de 3 minutos para hablar. Se hay muchas personas que quieran hablar sobre un asunto especifico entonces habrán limite de 20 minutos en total para cada asunto.

D. ACTION ITEM

1. Ratification of Superintendent's Contract (*Daniel Moirao, Ed.D., Superintendent*)

E. INFORMATION – Board Study Session

1. Unification Process Discussion (*Daniel Moirao, Ed.D., Superintendent*)

F. ADJOURNMENT (TO CLOSED SESSION) if required

**SOUTH MONTEREY COUNTY JOINT UNION HIGH SCHOOL DISTRICT  
INTERIM SUPERINTENDENT EMPLOYMENT AGREEMENT  
And  
DANIEL MOIRAO**

This Employment Agreement (“Agreement”) is made and entered into by the Governing Board of SOUTH MONTEREY COUNTY JOINT UNION HIGH (“District” or “Board”) and DANIEL MOIRAO (“Interim Superintendent”), collectively known as (“Parties”), effective July 1, 2016 based upon the following:

**RECITALS**

**WHEREAS**, Daniel Moirao will have been the State appointed administrator for the South Monterey County Joint Union High School District for four years;

**WHEREAS**, Daniel Moirao has led the District out of receivership, into solvency and local control;

**WHEREAS**, the State of California is returning local control of the District to the governing board at a time when the District may be in transition from serving two communities through two comprehensive high schools to serving one community with one comprehensive high school which creates a difficult situation for the District to recruit a permanent Superintendent;

**WHEREAS**, Daniel Moirao is willing to continue for one year as the Interim Superintendent of the District to lead the District through this transition period and the Board wants Daniel Moirao to continue his leadership of the District in the capacity of Interim Superintendent; and,

**WHEREAS**, the State of California was Daniel Moirao’s employer even though the District was reimbursing the State for all his costs of providing services to the District and the District desires to treat Daniel Moirao in a manner similar to the terms of his employment by the State.

The Parties hereby agree to the following terms of employment:

1. **Term.** District hereby employs Interim Superintendent for a period beginning on July 1, 2016 and terminating on June 30, 2017, subject to the terms and conditions set forth in this Agreement.

## INTERIM SUPERINTENDENT'S EMPLOYMENT AGREEMENT

### 2. **Salary.**

a. **Base Salary.** Effective July 1, 2016, the District shall pay Interim Superintendent an annual base salary of Two Hundred Thirty-five Thousand Dollars (\$235,000.00).

b. **Salary Increases by Mutual Consent.** The Interim Superintendent's salary is considered to be indefinite and subject to ongoing negotiations with the Board. Accordingly, the Board reserves the right to change the Interim Superintendent's salary for any year of this Agreement with the written consent of the Interim Superintendent. Any change in salary shall not extend the term of this Agreement nor shall it constitute creation of a new Agreement.

c. **Salary Payment Process.** The Interim Superintendent's salary shall be payable in approximately twelve (12) equal monthly payments, less all applicable deductions and withholdings required by law or authorized by the Interim Superintendent.

d. **Effective Date.** Salary increases shall be effective on any date ordered by the Board in accordance with Education Code section 35032. The Interim Superintendent's salary is understood to be "indefinite or uncertain;" therefore, the Board reserves the right to grant the Interim Superintendent retroactive salary increases notwithstanding anything in the California Constitution that might be interpreted to the contrary.

### 3. **Fringe Benefits.**

a. **Health and Welfare Benefits.** The Interim Superintendent shall be eligible to participate in the District's health and welfare benefit program on the same terms and conditions, and subject to the same limitations, as the District's certificated administrators, as those benefits, plans, providers and other terms and conditions may change from time to time. Thus, the Interim Superintendent shall be entitled to receive the same District contribution toward health and welfare benefits and shall pay the same co-pays, premiums, deductibles and other costs as the District's certificated administrators, as those costs and contributions may change from time to time. The Interim Superintendent shall be responsible for all co-pays, deductibles and other costs in excess of the District's health insurance contribution. No District contribution may be received in cash or used for the purchase of non-District provided benefits.

b. **Tax Deferred Plans.** The District agrees to provide the Interim Superintendent with the ability to use an IRS Section 403b or similar tax deferred plan and an IRS Section 125 Cafeteria Plan to the extent that such plans are made available to other district certificated

## INTERIM SUPERINTENDENT'S EMPLOYMENT AGREEMENT

administrative employees. All contributions to such plans will be paid by the Interim Superintendent and shall conform to all requirements of law.

c. **Sick Leave.** The Interim Superintendent shall receive twelve (12) days of sick leave annually each July 1. This leave may be accumulated indefinitely but shall not be compensable. The Interim Superintendent shall not be entitled to cash payment in lieu of sick leave.

d. **Holidays.** The Interim Superintendent shall be entitled to the same holidays granted to the District's certificated management employees each year.

e. **Work Year/Holidays/Vacation.** The Interim Superintendent shall be required to render twelve (12) full months of service to the District during each annual period covered by this Agreement. Specifically, the Interim Superintendent shall work two hundred forty-seven (247) days which includes vacation due pursuant to this Agreement, exclusive of the holidays granted to the District's certificated management employees. The Interim Superintendent shall be entitled to thirty-six (36) paid vacation days in the 2016-2017 school year. To determine the Interim Superintendent's daily rate of pay, the parties agree that the Interim Superintendent's annual base salary shall be divided by 247. Unused vacation shall be paid at the end of each year at the daily rate at the time of payment. The Board and Interim Superintendent recognize that the demands of the position of Interim Superintendent require the Interim Superintendent to average more than eight (8) hours per day and/or more than 40 hours per week. The Parties agree that the Interim Superintendent shall not be entitled to overtime compensation. During any given five-day work week, the Interim Superintendent has discretion to work (1) day during the week from his home office.

f. **Transportation Allowance.** The Interim Superintendent is required to have a vehicle available at all times to perform the services and duties of the position. Therefore, the Interim Superintendent shall be entitled to receive a monthly transportation allowance of Three Hundred Dollars (\$300.00), less applicable taxes and withholdings, for the acquisition, use, maintenance and insurance of an automobile for local travel irrespective of the number of miles traveled on District business. The Interim Superintendent shall be solely responsible for all expenses to use, maintain, operate and insure the automobile. The Interim Superintendent's receipt of this automobile allowance shall be in lieu of the use of a District gas card and in lieu of any entitlement to mileage reimbursement for travel in Monterey County. No documentation is

## INTERIM SUPERINTENDENT'S EMPLOYMENT AGREEMENT

required in order to receive this allowance and the Interim Superintendent shall have discretion regarding the expenditure of this allowance. Business related travel outside of Monterey County shall be reimbursed in accordance with the paragraph 7 herein below of this Agreement.

Payment of this transportation allowance shall **not** be considered creditable compensation for CalSTRS retirement purposes, unless otherwise permitted by law.

g. **Cell Phone Allowance.** The Interim Superintendent is expected to obtain and maintain a cell phone in order to conduct District business. The District shall pay the Interim Superintendent a monthly amount of Seventy Dollars (\$70.00) to reimburse him for the District-related business he conducts on his personal cell phone. Payment of this cell phone allowance shall **not** be considered creditable compensation for CalSTRS retirement purposes.

4. **Disability Insurance.** The District shall obtain a policy of disability income insurance which shall provide for payments to Interim Superintendent of an amount equal to his then current salary and health benefit premium expenses in the event that Interim Superintendent becomes disabled and unable to perform his duties during the term of this Agreement at a cost to the District not to exceed \$2,800 for the year.

5. **Professional Growth.** In an endeavor to maintain and improve the Interim Superintendent's professional competence by a variety of means, including, without implied limitation, subscription to and purchase of appropriate materials and joining and participating in appropriate professional associations and their activities. The Board supports the concept of lifelong learning and encourages the continuing professional growth of the Interim Superintendent through his participation in professional growth opportunities related to advancing the goals of the District. The District is willing to support the Interim Superintendent's professional growth and will be responsible for the expenses involved in such activities.

6. **Professional Association Dues/Service Club Expenses.** The District shall pay the Interim Superintendent's expenses and dues for membership in professional organizations including, but not limited to the Association of California School Administrators (ACSA), the National Superintendents Roundtable (NSR), Learning Forward, Association of Supervision and Curriculum Development (ASCD), California Association of Latino Superintendents and Administrators (CALSA) and two Rotary Clubs (Greenfield and King City) and such other professional associations as the Interim Superintendent may participate in with Board approval.

## INTERIM SUPERINTENDENT'S EMPLOYMENT AGREEMENT

Any fines assessed by an association or club on the Interim Superintendent shall be his sole responsibility and shall not be paid by the district.

7. **Expense Reimbursement.** The District shall reimburse the Interim Superintendent for actual and necessary expenses incurred by the Interim Superintendent within the course and scope of the Interim Superintendent's employment only as follows:

- a. Regional, State and National conferences, seminar and meeting fees and expenses which address matters that in the Interim Superintendent's judgment relate to the benefit and welfare of the District;
- b. Mileage reimbursement for all personal automobile use for district business outside of Monterey County at the current IRS rate per mile, as well as bridge tolls and parking fees;
- c. Air travel;
- d. Auto rentals, cab or shuttle fares for out-of-county travel;
- e. Per diem/meal expenses at the same rate provided to other employees of the District; and
- f. Other miscellaneous expenses incurred in the course and scope of employment as approved by the Board.

8. **Interim Superintendent's Duties.**

a. **General Duties.** The Interim Superintendent is employed as District Interim Superintendent and shall perform the duties of District Interim Superintendent as prescribed by this Agreement, the laws of the State of California, Board Policy, and the Interim Superintendent's job description. The Interim Superintendent shall be chief executive officer and secretary of the Board. The Interim Superintendent shall have primary responsibility for execution of Board Policy, responsibility for the duties prescribed by Education Code section 35035, and responsibility for any duties authorized by the Board pursuant to Education Code section 17604.

b. **Personnel Matters.** The Interim Superintendent shall have primary responsibility for all personnel matters including selection, assignment, discipline, and dismissal of employees, subject to the approval or ratification of the Board as required by law or Board Policy. The Board shall refer all personnel complaints and concerns made to individual

## INTERIM SUPERINTENDENT'S EMPLOYMENT AGREEMENT

members of the Board, or the Board as a body, for review and action by the Interim Superintendent.

c. **Administrative Functions.** The Interim Superintendent, as the chief executive officer, shall: (1) review all policies adopted by the Board and make appropriate recommendations to the Board; (2) periodically evaluate or cause to be evaluated all District employees as provided by California law and Board policy; (3) advise the Board of all possible sources of funds that might be available to implement present or contemplated District programs; (4) assume responsibility for those duties specified in Education Code section 35250; (5) endeavor to maintain and improve his professional competence by all available means, including, but not limited to, subscription to and reading of appropriate periodicals; attendance at State and regional professional conferences and meetings; and membership in appropriate professional associations; (6) establish and maintain positive community, staff and Board relations; (7) serve as the Board's representative with respect to all employer-employee matters and make recommendations to the Board concerning those matters; (8) recommend to the Board, District goals and objectives for the ensuing school year; and (9) unless unavoidably detained, or with prior Board approval to be absent, attend all meetings of the Board with the exception of those closed sessions in which the Board discusses matters related to the Interim Superintendent's employment. The Interim Superintendent shall serve as an *ex officio* member on all Board committees and subcommittees, and shall be entitled to submit recommendations on any items of business considered by the Board or any committee or subcommittee of the Board.

d. The Board, individually and collectively, shall promptly refer all criticisms, complaints and suggestions called to its/their attention to the Interim Superintendent for study and recommendation, and shall refrain from individual interference with the administration of school policies, except through Board action.

e. In addition to directing all complaints/criticisms/suggestions concerning the District or any of its personnel directly to Interim Superintendent as set forth above, the Board agrees that it shall work with Interim Superintendent in a spirit of cooperation and teamwork, and shall provide Interim Superintendent with periodic opportunities to discuss Board/Interim Superintendent relationships. Whenever it is deemed desirable by either a majority of the Governing Board, or by Interim Superintendent, an outside advisor will be mutually selected by the Board and Interim Superintendent, and shall be paid for by District, to facilitate discussion of

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the relationships of the Board and Interim Superintendent, in advancement of the best interests of District.

9. **Outside Professional Activities.** The Interim Superintendent may serve as a consultant to other districts or educational agencies, lecture, engage in professional activities and speaking engagements, and engage in other activities which are of a short term duration at Interim Superintendent's discretion. Any such activities which require the Interim Superintendent to be absent from the District for more than three (3) consecutive full working days shall be reported in advance to the Board. Any compensation received by Interim Superintendent for these outside professional activities shall belong to Interim Superintendent.

10. **Evaluation.**

a. **Annual Evaluation.** The Board shall devote a portion of at least one meeting annually to discuss and evaluate the performance and working relationship between the Interim Superintendent and the Board. This evaluation shall be based on the duties of the position, the job description (if any) and any mutually agreed upon District goals and objectives, which shall be jointly developed by the Interim Superintendent and the Board no later than the first meeting of the Board in September 2016. The Board may conduct more than one formal written evaluation each school year.

b. **Self-Evaluation.** To assist the Board in the evaluation process, the Interim Superintendent shall complete a written self-evaluation. This self-evaluation shall include a review of any action plans presented to the Interim Superintendent at previous evaluations. In addition, the Interim Superintendent agrees to provide the Board with a written report regarding his use of sick and vacation leave indicating days used during the current school year and the number of accrued, unused days remaining. The Interim Superintendent agrees to submit a copy of this report to the District's payroll and personnel departments as well.

c. **Board Evaluation.** Upon receipt of the self-evaluation, the Board shall evaluate the Interim Superintendent. To initiate the evaluation process, the Interim Superintendent shall inform each member of the Board in writing of the need for an evaluation by April 30, 2017. Upon completion, the Board shall meet with and provide a copy of the evaluation report to the Interim Superintendent in a closed session Board meeting no later than April 30, 2017; however, the Board's failure to evaluate the Interim Superintendent or its failure to timely evaluate the



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Interim Superintendent shall have no impact upon the terms of this Agreement or upon the Interim Superintendent's salary.

d. **Action Plan.** Based upon findings specified in the evaluation report, the Interim Superintendent, in collaboration with the Board, will prepare an action plan, if necessary, which will address areas identified as needing clarification, emphasis or improvement. The action plan will be included as an addendum to the evaluation report. If a jointly prepared action plan cannot be agreed upon, the Board, in its sole discretion, shall issue the action plan. The Interim Superintendent and the Board shall sign the evaluation report and the action plan. However, failure of the Interim Superintendent to sign the evaluation or action plan shall have no legal effect upon the Interim Superintendent's duty to implement the evaluation and action plan.

e. **Outside Facilitator.** Whenever it is deemed desirable by the Governing Board, an outside advisor may be mutually selected by the Board and the Interim Superintendent to facilitate discussion of the relationship of the Board and Interim Superintendent. The outside advisor shall be paid for by District.

### 11. **Termination of Agreement.**

a. **Mutual Consent.** This Agreement may be terminated at any time by mutual written consent of the Board and the Interim Superintendent.

b. **Resignation.** The Interim Superintendent may resign and terminate this Agreement only by providing the Board with at least sixty (60) calendar days advance written notice, unless the Parties agree otherwise.

c. **Non-Renewal of Agreement by the District.** The Parties acknowledge that the Interim Superintendent will be employed by the District for the 2016-2017 school year only. Notice is hereby given from each Party to the other that this Agreement will not be renewed at the expiration of the 2016-2017 school year.

d. **Death.** Death of the Interim Superintendent terminates this Agreement immediately. In such event, all salary and other monetary amounts due the Interim Superintendent up to the time of death, if any, shall be paid to the Interim Superintendent's estate unless otherwise declared in writing by the Interim Superintendent.

e. **Termination for Inappropriate Fiscal Practices.** Notwithstanding any other provision of this Agreement to the contrary, if the Board believes, and subsequently confirms through an independent audit, that the Interim Superintendent has engaged in fraud,

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misappropriation of funds, or other illegal fiscal practices, then the Board may terminate the Interim Superintendent and the Interim Superintendent shall not be entitled to any cash, salary payments, health benefits or other non-cash benefits as set forth above. This provision is intended to fulfill the requirement of Government Code section 53260.

f. **Abuse of Office Provisions.** In accordance with Government Code section 53243 et seq., and as a separate contractual obligation, should the Interim Superintendent receive a paid leave of absence or cash settlement if this contract is terminated with or without cause, such paid leave or cash settlement shall be fully reimbursed to the District by the Interim Superintendent if the Interim Superintendent is convicted of a crime involving an abuse of his/her office or position. In addition, if the District funds the criminal defense of the Interim Superintendent against charges involving abuse of office or position and the Interim Superintendent is then convicted of such charges, the Interim Superintendent shall fully reimburse the District all funds expended for his/her criminal defense.

12. **Tax/Retirement Liability.** Notwithstanding any other provision of this Agreement, the District shall not be liable for any retirement or state/federal tax consequences to the Interim Superintendent, any designated beneficiary, heirs, administrators, executors, successors or assigns of the Interim Superintendent. The Interim Superintendent shall assume sole responsibility and liability for all state or federal tax consequences of this Agreement and all related payroll and retirement consequences, including, but not limited to, whether compensation or service is creditable for purposes of retirement, all tax and retirement consequences stemming from any payments made to the Interim Superintendent as a result of the termination without cause provision of this Agreement, retirement payments, expense reimbursements, and payments for insurance.

13. **Mediation.** The Interim Superintendent and Board agree to make a good faith effort to settle any dispute that arises under this Agreement through discussion and negotiations. If the dispute is not resolved within thirty (30) calendar days, the dispute shall be mediated unless the Parties agree otherwise in writing. Both Parties shall make a good faith effort to select a mediator and complete the mediation process within sixty (60) calendar days. If the Parties cannot agree on a mediator, the mediator shall be appointed by the State Conciliation and Mediation Service unless the Parties agree otherwise. The mediator's fee, if any, shall be paid by the District. Each party shall bear its own attorney fees and costs. Any mediator selected by

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the Parties shall have expertise in the area of the dispute and be knowledgeable in the mediation process. No person shall serve as mediator in any dispute in which that person has any financial or personal interest in the outcome of the mediation. The mediator's recommendation for settlement, if any, shall not be binding on the Parties. Mediation pursuant to this provision shall be private and confidential. Only the Parties and their representatives may attend any mediation session. Other persons may attend only with the written permission of both Parties. All persons who attend any mediation session shall be bound by the confidentiality requirements of California Evidence Code section 1115 et seq. and shall sign a written document to that effect.

### 14. **General Provisions.**

a. **Governing Law/Venue.** This Agreement, and the rights and obligations of the Parties, shall be construed and enforced in accordance with the laws of the State of California. Venue shall be in Monterey County, California.

b. **Entire Agreement.** This Agreement, including the job description for the Interim Superintendent position, contains the entire agreement and understanding between the Parties. There are no oral understandings, terms or conditions and neither party has relied upon any representation, express or implied, not contained in this Agreement. Further, this Agreement shall supersede all prior oral or written employment contracts or agreements between the Parties executed prior to the date of this Agreement including.

c. **No Assignment.** The Interim Superintendent may not assign or transfer any rights granted or obligations assumed under this Agreement.

d. **Modification.** This Agreement cannot be changed or supplemented orally. It may be modified or superseded only by a written instrument executed by both Parties.

e. **Exclusivity.** To the extent permitted by law, the Parties agree that the employment relationship between the District and the Interim Superintendent shall be governed exclusively by the provisions of this Agreement and not by Board policies, administrative regulations, Management Handbooks or similar documents.

f. **Construction.** This Agreement shall not be construed more strongly in favor of or against either party regardless of which party is responsible for its preparation.

g. **Board Approval.** The effectiveness of this Agreement shall be contingent upon approval by District's Governing Board as required by law.

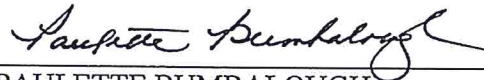
## INTERIM SUPERINTENDENT'S EMPLOYMENT AGREEMENT

- h. **Execution of Other Documents.** The Parties shall cooperate fully in the execution of any other documents and in the completion of any other acts that may be necessary or appropriate to give full force and effect to this Agreement.
- i. **Independent Review.** The Parties have had the opportunity to obtain, and have obtained, independent legal or other professional advice with regard to this Agreement, including tax and retirement consequences. The Parties acknowledge that the terms of this Agreement have been read and fully explained and that those terms are fully understood and voluntarily accepted.
- j. **Binding Effect.** This Agreement shall be for the benefit of and shall be binding upon all Parties and their respective successors, heirs, and assigns.
- k. **Execution.** This Agreement may be executed in one or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument. A copy, facsimile, photographic copy or an original, with all signatures appended together, shall be deemed a fully executed Agreement and shall be as valid as an original for any purpose.
- l. **Savings Clause.** If any provision of this Agreement or its application is held invalid, the invalidity shall not affect the other provisions or applications of the Agreement that can be given effect without the invalid provisions or applications and the provisions of this Agreement are declared to be severable.
- m. **Public Record.** The Parties recognize that, once final, this Agreement is a public record and must be made available to the public upon request.
- n. **Integration.** This Agreement constitutes a complete and exclusive statement of the understanding between the Parties with respect to its subject matter. This Agreement supersedes any and all other prior communications between the Parties, whether written or oral. Any prior agreements, promises, negotiations or representations related to the subject matter not expressly set forth in this Agreement are of no force and effect.
- o. **Waiver.** Any waiver of any breach of any term or provision of this Agreement shall be in writing and shall not be construed to be a waiver of any other breach of this Agreement.
- q. **Indemnity.** As provided by Government Code sections 825 and 995, the District shall defend the Interim Superintendent from any and all demands, claims, suits, actions, and

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legal proceedings brought against the Interim Superintendent in the Interim Superintendent's individual or official capacity as an agent and employee of the District. Upon retirement from the District, the Interim Superintendent will continue to be indemnified for any actions taken against him to the extent required by law.

Dated: 4/8/2016



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PAULETTE BUMBALOUGH  
President of the Board of Trustees  
South Monterey County Joint  
Union High School District

This Agreement was approved by the Governing Board in open session at a regularly called meeting held on \_\_\_\_\_, 2016.

INTERIM SUPERINTENDENT'S EMPLOYMENT AGREEMENT

ACCEPTANCE OF OFFER

I accept the above offer of employment and the terms and conditions thereof and will report for duty as directed above.

I understand that the District is relying upon information provided by me during the application process in extending this offer of employment. By signing below, I represent that I have not provided the District with any false information or made any material misrepresentation or omission during the job application process. I agree that false, incomplete, or misleading statements or omissions made during the job application process constitute dishonesty and breach of this Agreement and are grounds for termination of this Agreement for cause.

I have not entered into a contract of employment with the governing board of another school district or any other employer that will in any way conflict with the terms or this Employment Agreement.

I hold legal and valid administrative and teaching credentials, each of which is or will be recorded in Monterey County before receipt of my first payroll warrant and I agree to maintain in full force all of my credentials throughout the term of this Agreement.

Dated: April 8, 2016



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DANIEL MOIRAO  
Interim Superintendent

**Comparative Superintendent Salaries**

All salaries listed have received a minimum of 5% increase (in brackets) on July 1, 2015, except for the State Administrator. It is safe to assume there will be an additional increase in each on July 1, 2016

District	Position Title	Salary (with 5% increase)	Ranking	HWB Contribution	Additional Stipends	Other	Work Year	Total Compensatio n	Total Compensation Ranking	Per Diem
King City Union SD	Superintendent	\$240,000	1	\$27,991	\$1,900	Association and Civic Memberships any/and all travel within and outside of district	220	\$269,891	1	1226.78
South Monterey County JUHS	Superintendent	\$235,000	2	\$12,000	\$4440	Association and Civic Memberships	247	\$251,440	3	1017.97
Greenfield Union SD	Superintendent	\$192,628 (202,259)*	4	\$15,059	\$29,400 + \$12,000 annually to work on Unificatio n	ACSA membership, CALSA, Rotary Club	220	\$249,087 (252,718)	2	1132.21
Gonzales USD	Superintendent	\$180,925 (189,971)	5	\$32,767	\$8,880	ACSA membership, ASCD and Rotary	220	\$222,572 (231,618)	4	1011.70
Soledad USD	Superintendent	\$180,000 (189,000) **	6	\$23,178	\$11,880	ACSA membership and one additional	220	\$215,058 (231, 258)	5	977.54
South Monterey County JUHS	State Administrator	\$174,000 (181,830) ***	4	\$12,000	\$27,600	ACSA, AASA, membership and other civic organizations	247	\$213,600 (221,430)	4	864.78

\* I have been informed that since the new school board has been seated additional compensation has been added to the Superintendent's contract. I have not confirmed that information. This is for a 220 day work year and is compensated at his daily rate for each day beyond 220.

\*\* There was a 9% bump from the prior year.

\*\*\* This represents a 4.5% increase granted by the state. All administrative staff in the district increased by 9%. This is for a 247 day work year

Other:

The number of work days is based on the following formula:

<i>Days in year</i>	<i>365</i>
<i>Minus</i>	<i>104 weekends</i>
<i>Equals</i>	<i>261 possible work days</i>
<i>Minus</i>	<i>14 paid holidays</i>
<i>Equals</i>	<i>247 possible work days</i>

#### Summary of Contract Provisions

- \$235,000 salary for 2016-2017
- 36 days of vacation
- 247 day work year
- No overtime pay
- 12 days of sick leave per year
- District paid medical, dental and vision – as afforded other members of the management team
- STRS paid by district of 8% on base salary
- Mileage stipend of \$300.00 per month (for travel within Monterey County)
- Professional and Civic Association Dues and related expenses paid by the district.