

**San Mateo-Foster City School District
Agreement for Services as Superintendent**

**Amendment
March 12, 2020**

This is a written amendment to the June 4, 2015 Employment Agreement ("Agreement") between Dr. Joan Rosas, Superintendent, and the Governing Board of the San Mateo-Foster City School District ("Board").

The purpose of this amendment is to extend the term of the Superintendent's Agreement for one year and to adjust the salary to be consistent with other District contract administrators and commensurate with the salaries of superintendents in comparable districts. The salary adjustment is commensurate with salary adjustments received by the majority of certificated employees of the District.

The Agreement shall remain in full force and effect, except as amended herein, as follows:

Section 2. Term and Renewal

The term of this agreement shall be adjusted and remain in effect from July 1, 2018 through June 30, 2021, unless otherwise terminated or extended.

If the Board decides not to reelect or reemploy the Superintendent at the expiration of this Agreement, the Board shall notify the Superintendent in writing at least forty five (45) days before this Agreement or any extension or renewal of this Agreement expires.

The Superintendent shall give written notice to the Board of this forty five (45) day notice requirement at least ninety (90) days prior to the expiration of the term of this Agreement. Failure by the Superintendent to give such notice shall constitute a waiver by the Superintendent of the right to receive formal notice of non-reelection at the expiration and the Agreement shall be deemed not to be renewed without any further notice from the Board.

Section 6. Salary

The Superintendent's annual salary for 2018-2019 shall be retroactively adjusted to \$212,792 which includes a 3% increase applied to the prior salary of \$206,594 and which is the same increase as received by other certificated employees for 2018-2019. For 2019-2020, the Superintendent's salary shall be \$218,112 which includes a 2.5% increase applied to the 2018-2019 salary, which is the same increase as received by other certificated employees. The Superintendent's salary shall include a 5% increase after completion of each two full years of service, to be applied the beginning of the 3rd, 6th and 9th years of service which is the same salary step increases provided to other contract administrators. For 2020-2021, the Superintendent's salary shall be \$229,018 which implements the 5% step increase. The salaries above include recognition of Superintendent's Master's and Doctoral Degrees and are in lieu of any transportation allowance.

The Superintendent's annual salary shall be payable in twelve equal monthly installments on the last working day of each month for that month's service. The per diem rate shall be calculated according to current District practice.

Based on merit, job performance, District fiscal considerations, and any other criteria determined by the Board, the Board may provide increases for any and all years of the Agreement. Specific Board action is required to approve any such salary increase. Any salary increase shall not be considered either as entering into a new agreement or extending the term of this Agreement.

Any changes in salary made during the term of this Agreement shall be made by a written amendment to this Agreement.

Approved by the Board at its Regular Meeting on March 12, 2020.

Noelia Corzo, Board President

Date

Joan Rosas, Ed.D.

Date