

**MODESTO CITY SCHOOLS**

**CONTRACT OF EMPLOYMENT FOR ASSISTANT SUPERINTENDENT,  
SCHOOL LEADERSHIP**

This Agreement is entered into by and between the Governing Board of the Modesto City Elementary School District and Modesto City High School District, hereinafter referred to as “the Governing Board,” “Modesto City Schools” or “District” and Dr. Heather Contreras, hereinafter referred to as “Assistant Superintendent.”

**RECITALS**

The parties hereto do mutually agree as follows:

I. **TERMS OF CONTRACT EMPLOYMENT**

Pursuant to Section 35031 of California Education Code, the Governing Board hereby employs Assistant Superintendent for the period commencing July 1, 2020 through June 30, 2022, subject to the terms and conditions stated herein. Assistant Superintendent accepts such employment and agrees to perform all of the duties of said office during the term of this Agreement.

II. **DUTIES AND RESPONSIBILITIES**

Assistant Superintendent shall perform all duties and exercise all powers as prescribed by all applicable laws, rules, and regulations of the State of California and the Governing Board. The powers and duties of Assistant Superintendent shall be executed in accordance with the applicable policies and regulations adopted by the Governing Board.

III. **EVALUATION**

Assistant Superintendent shall be evaluated in writing annually before June 30th of each evaluation year in accordance with Governing Board policies and regulations. This evaluation shall be reasonably related to the job description of the Assistant Superintendent, School Leadership and the goals and objectives of Modesto City Schools.

#### IV. SALARY

Assistant Superintendent's minimum annual salary and longevity shall be according to the Cabinet Salary Schedule approved on November 30, 2020 plus advanced degree compensation provided other managers. Assistant Superintendent's initial placement for the 2020-21 school year is Step C of the Cabinet Salary Schedule. Payments are to be made in equal monthly installments on the last day of each month.

Commencing the 2021-22 school year and each year thereafter, Assistant Superintendent shall advance to the next step on the Cabinet Salary Schedule contingent upon an evaluation indicating satisfactory performance. Such adjustment shall occur after completion of the preceding school year's evaluation of the performance of Assistant Superintendent and after consideration of the recommendation of the Superintendent.

Assistant Superintendent shall be eligible for the same professional development compensation available to other District management employees.

#### V. HEALTH, WELFARE AND LEAVE BENEFITS

The Assistant Superintendent shall receive all health and welfare benefits, including twelve (12) days of sick leave, provided to certificated administrators/management employees of the District.

#### VI. TRANSPORTATION AND EXPENSE ALLOWANCE

Assistant Superintendent shall not receive an in-county mileage/expense allowance because it is included in salary.

#### VII. WORK YEAR

Assistant Superintendent shall be responsible for 222 days of full regular service to Modesto City Schools during each annual period covered by this Agreement. Assistant Superintendent will receive holidays defined in Section 37220 of the Education Code. Non-responsibility days must be taken within twelve (12) months of the year earned, except by special agreement between Superintendent and Assistant Superintendent.

VIII. PROFESSIONAL DUES

Modesto City Schools shall pay dues for Assistant Superintendent for membership in the Association of California School Administrators (ACSA) for the term of this Agreement.

Modesto City Schools shall also pay for membership dues and reasonable and necessary participation expenses for membership and participation in such other professional or service organizations as the Superintendent determines are in the interest of Modesto City Schools, not to exceed \$1,200 per year.

IX. NOTICE

The Governing Board may elect not to renew this Agreement for any reason and shall provide Assistant Superintendent with written notice of this fact no later than forty-five (45) days prior to the expiration of this Agreement. Assistant Superintendent shall inform the Superintendent and Governing Board of this notice requirement, in writing, no later than March 1st of the final year of this Agreement. Assistant Superintendent agrees that failure to provide the Governing Board with such written notice shall conclusively constitute a material breach of this Agreement. Notwithstanding any contrary term contained in this Agreement, the Governing Board may, upon majority vote, immediately terminate this Agreement based on Assistant Superintendent's failure to provide the written notification and Assistant Superintendent shall not be entitled to any further payment or benefits under this Agreement.

X. TERMINATION BY THE GOVERNING BOARD

Assistant Superintendent may be terminated by the Governing Board at any time for, but not limited to, breach of this Agreement, any ground enumerated in the Education Code, the Assistant Superintendent's unsatisfactory performance, the Assistant Superintendent's failure to perform responsibilities, or for other conduct which is seriously prejudicial to the District. The Governing Board shall not terminate this Agreement pursuant to this paragraph until a written statement of the charges has first been served upon the Assistant Superintendent. The Assistant Superintendent shall then be entitled to a conference with the Governing Board in closed session, at which time the Assistant Superintendent shall be given a reasonable opportunity to address the Governing Board's concerns. The conference shall not be conducted as an administrative evidentiary hearing and there shall be no use of witnesses. Assistant Superintendent shall have the

right to be represented by counsel of her choice and expense. The Assistant Superintendent shall have a reasonable opportunity to fully respond to all matters raised in the statement of charges, and shall have the opportunity to introduce documentary evidence. If the Governing Board, after considering all evidence presented, decides to terminate this Agreement, it shall provide Assistant Superintendent with a written decision. The decision of the Governing Board shall be final. Assistant Superintendent's conference with the Governing Board shall be Assistant Superintendent's exclusive right to any conference or hearing otherwise required by law. Assistant Superintendent knowingly waives any other rights that may be applicable to her termination.

#### XI. SETTLEMENT AGREEMENT

Regardless of the term of this employment Agreement, if this Agreement is terminated pursuant to or in a manner resulting in a settlement agreement between the parties, the maximum cash settlement that Assistant Superintendent may receive shall be an amount equal to the monthly salary multiplied by the number of months left on the unexpired term of this Agreement. However, if the unexpired term exceeds nine (9) months, the maximum cash settlement shall not exceed the monthly salary multiplied by nine (9).

If a settlement agreement provides to Assistant Superintendent any consideration other than the cash benefits described above, the cash value of such consideration shall be computed and deducted from the cash settlement prior to any payment thereof.

The provisions of this section on "settlement agreement" shall remain effective in this Agreement only so long as the provisions contained in Government Code sections 53260-53264 (as enacted in Chapter 962, Stats. of 1992) remain in the law with requirements substantially similar to those described above. Any subsequent amendments to Government Code sections 53260-53264 shall be deemed to be and are hereby incorporated into this Agreement by this reference.

In accordance with Government Code section 53243 et seq., any cash settlement related to Assistant Superintendent's termination paid by the District, any District payments received by Assistant Superintendent for paid leave with salary pending an investigation, or District funds provided for Assistant Superintendent's legal criminal defense shall be fully reimbursed to the District if Assistant Superintendent is convicted of a crime involving an abuse of her office or

position.

XII. APPLICABLE LAW

This Agreement is subject to all applicable laws, policies, rules, and regulations of the State of California and Modesto City Schools.

GOVERNING BOARD OF MODESTO CITY ELEMENTARY SCHOOL DISTRICT AND  
MODESTO CITY HIGH SCHOOL DISTRICT

Date: \_\_\_\_\_

\_\_\_\_\_  
President of Governing Board

ASSISTANT SUPERINTENDENT, SCHOOL LEADERSHIP

Date: \_\_\_\_\_

\_\_\_\_\_  
Dr. Heather Contreras

DATE OF GOVERNING BOARD APPROVAL: \_\_\_\_\_