

MODESTO CITY SCHOOLS

CONTRACT OF EMPLOYMENT FOR CHIEF COMMUNICATIONS OFFICER

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” or “Modesto City Schools,” and Krista Noonan, hereinafter referred to as “Communications Officer.”

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 Communications Officer for the period commencing July 1, 2020 through June 30, 2022 subject to the terms and conditions stated herein. Communications Officer accepts such employment and agrees to perform all of the duties of said office during the term of this Agreement.

II. SENIOR LEVEL MANAGEMENT

Communications Officer is declared to be senior management of the classified service. Communications Officer accepts this position fully aware that, as senior management of the classified service, she shall be exempt from all provisions relating to obtaining permanent status in a senior management position and that Communications Officer has not obtained permanent status in Modesto City Schools. Notice of reassignment or dismissal from a position in senior management of the classified service shall be provided in accordance with the provisions of this Agreement and Education Code section 35031.

III. DUTIES AND RESPONSIBILITIES

Communications Officer 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 Communications Officer shall be executed in accordance with the applicable

policies and regulations adopted by the Governing Board.

IV. EVALUATION

Communications Officer 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 Communications Officer, and the goals and objectives of Modesto City Schools.

V. SALARY

Communication Officer'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. Communication Officer's initial placement for the 2020-21 school year is Step D 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, Communication Officer 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 Communication Officer and after consideration of the recommendation of the Superintendent.

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

VI. HEALTH, WELFARE AND LEAVE BENEFITS

The Communications Officer shall receive all health and welfare benefits, including twelve (12) days of sick leave, provided to classified administrators/management employees of Modesto City Schools.

VII. WORK YEAR

Communications Officer shall be responsible for 222 days, excluding weekends and holidays, of full regular service to Modesto City Schools during each annual period covered by this Agreement. Communications Officer shall not be required to render services on holidays

defined in Education Code Section 37220 and shall not receive compensation for holidays. Non-responsibility days must be taken within twelve (12) months of the year earned, except by special agreement between Superintendent and Communications Officer.

VIII. PROFESSIONAL DUES

Modesto City Schools shall pay dues for Communications Officer's membership in the Association of California School Administrators (ACSA) or a professional organization of equivalent cost of Communications Officer's choice 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 Communications Officer with written notice of this fact no later than forty-five (45) days prior to the expiration of this Agreement. Communications Officer shall inform the Governing Board of this notice requirement, in writing, no later than March 1st of the final year of this Agreement. Communications Officer 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 Communications Officer's failure to provide the written notification and Communications Officer shall not be entitled to any further payment or benefits under this Agreement.

X. TERMINATION BY BOARD

Communications Officer may be terminated by the Board at any time for, but not limited to, breach of this Agreement, any ground enumerated in the Education Code, the Communications Officer's unsatisfactory performance, the Communications Officer's failure to perform responsibilities, or for other conduct which is seriously prejudicial to Modesto City Schools. The

Board shall not terminate this Agreement pursuant to this paragraph until a written statement of the charges has first been served upon the Communications Officer. The Communications Officer shall then be entitled to a conference with the Governing Board in closed session, at which time the Communications Officer 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. Communications Officer shall have the right to be represented by counsel of her choice and expense. The Communications Officer 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 Communications Officer with a written decision. The decision of the Governing Board shall be final. Communications Officer's conference with the Governing Board shall be Communications Officer's exclusive right to any conference or hearing otherwise required by law. Communications Officer 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 Communications Officer 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 Communications Officer 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 Communications Officer's termination paid by Modesto City Schools, any Modesto City Schools' payments received by Communications Officer for paid leave with salary pending an investigation, or Modesto City Schools funds provided for Communications Officer's legal criminal defense shall be fully reimbursed to Modesto City Schools if Communications Officer 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

COMMUNICATIONS OFFICER

Date: _____

Krista Noonan