

**FOURTH AMENDMENT TO  
EMPLOYMENT AGREEMENT  
SUPERINTENDENT**

This Amendment (“Fourth Amendment”) to the Employment Agreement of the Superintendent (“Agreement”), dated May 24, 2017, and amended on July 17, 2018, June 25, 2019, and August 5, 2020, is entered into by and between the South Whittier School District (“District”) and Dr. Gary Gonzales (“Superintendent”) (collectively referred to hereinafter as the “Parties”), effective July 1, 2021.

The Parties agree to amend the terms of the Agreement as follows:

1. Term of Employment. Due to the Superintendent’s receipt of a satisfactory annual evaluation for the 2020-2021 school year, the Superintendent’s term of employment shall be extended to June 30, 2024.
2. Annual Salary. Effective July 1, 2021, the Superintendent shall advance to Step V on the attached Salary Schedule, previously adopted and incorporated by the Governing Board into the original Agreement, and his base salary adjusted upward to Two Hundred Thirty-Two Thousand Seven Hundred Twenty-Three Dollars (\$232,723) per year, payable in twelve (12) equal monthly installments per year.
3. Other Provisions. Except as modified herein, all other terms and conditions of the Agreement shall remain in full force and effect. This Fourth Amendment supersedes all prior amendments to the Agreement, and shall be attached to and incorporated into the original Agreement.
4. Severability. Should a court of competent jurisdiction deem one or more of the provisions of the Agreement, or this Fourth Amendment, void or voidable, the remaining provisions shall remain in full force and effect.
5. Board Approval. This Fourth Amendment is contingent upon the approval of the District’s Board of Trustees at a lawfully convened meeting.

IN WITNESS THEREOF, the Parties hereto have duly approved and executed this Fourth Amendment on the date set forth below.

**BOARD OF TRUSTEES OF THE  
SOUTH WHITTIER SCHOOL DISTRICT**

Dated: \_\_\_\_\_

By: \_\_\_\_\_  
Jan Baird, President

Dated: \_\_\_\_\_

By: \_\_\_\_\_  
Natalia Barajas, Vice President

Dated: \_\_\_\_\_

By: \_\_\_\_\_  
Deborah Pacheco, Clerk

Dated: \_\_\_\_\_

By: \_\_\_\_\_  
Sylvia V. Macias, Board Member

Dated: \_\_\_\_\_

By: \_\_\_\_\_  
Elias Alvarado, Board Member

**SUPERINTENDENT**

Dated: \_\_\_\_\_

By: \_\_\_\_\_  
Dr. Gary Gonzales, Superintendent

**SOUTH WHITTIER SCHOOL DISTRICT**

**SCHEDULE**

**POSITION: SUPERINTENDENT**

**12 MONTHS**

**(APPROXIMATELY 224 TOTAL WORK DAYS, DEPENDING ON CALENDAR YEAR,  
INCLUDING 24 VACATION DAYS)**

2021-2022 Salary Schedule

I Year of Experience	II Years of Experience	III Years of Experience	IV Years of Experience	V Years of Experience	VI Years of Experience
Monthly	Monthly	Monthly	Monthly	Monthly	Monthly
\$17,917	\$18,275	\$18,640	\$19,013	\$19,393	\$19,781
Annual	Annual	Annual	Annual	Annual	Annual
\$215,000	\$219,300	\$223,686	\$228,160	\$232,723	\$237,377