

EMPLOYMENT CONTRACT
BETWEEN MATTHEW STRAHL
AND THE ALPINE COUNTY UNIFIED SCHOOL DISTRICT

This Employment Contract ("Contract") is by and between Matthew Strahl
_____ ("Superintendent") and the Governing Board ("Board") of the Alpine County Unified
SCHOOL DISTRICT ("District").

NOW, THEREFORE, Board offers, and Superintendent accepts, employment as District Superintendent.

FURTHERMORE, in consideration of the foregoing and of the terms and conditions set forth herein, Board and Superintendent hereto agree as follows:

Contract Term

1. Board employs Superintendent commencing on July 1, 2019 and ending on June 30, 2022, unless such employment is terminated earlier pursuant to the provisions of the Contract or extended as otherwise provided herein or by law.

Work Year and Hours of Work

2. Superintendent shall render twelve (12) months of full and regular service to District with the exception of vacations, District-approved holidays, and approved leaves as set forth in the Contract. It is understood that the demands of the position of Superintendent will require more than eight (8) hours a day and/or forty (40) hours per work week. Superintendent is not entitled to receive overtime compensation.

Compensation

3. Superintendent is employed as a full-time employee of District with an annual salary of \$130,000.00 (Step1 on the salary schedule for the position. See Exhibit 1). The annual salary shall be payable on the last day of each month in installments of one-twelfth (1/12) of the annual salary for services rendered during the preceding month, with proration for a period of less than a full year of service. The daily rate for the purpose of prorating the annual salary provided for in the Contract shall be calculated using 225 days for \$577.78/day.
4. For as long as this Contract remains in effect and if Superintendent receives an annual evaluation of satisfactory or better, Superintendent shall advance one step annually on the salary schedule. Any increase in salary shall be discussed and approved in open session at a regular Board meeting pursuant to Government Code Section 54956, subdivision (b). A change in salary

during the term of the Contract shall not constitute the creation of a new contract or extend the termination date of the Contract.

Fringe Benefits

Medical, Dental and Vision Insurance

5. During his employment under the Contract, Superintendent may select any medical, dental, and vision plan available to other management employees within District. Superintendent shall be responsible for any employee contribution of the plan selected.

Retirement Contribution

6. Superintendent is responsible for his or her share of contributions to CalSTRS.

Moving Expenses

7. Accepting the position of Superintendent involves Superintendent moving his place of residence within the geographic boundaries of the District. To assist in defraying the one-time costs associated with this move, District shall provide a relocation allowance not to exceed \$5,000 for expenses related to his relocation. Reimbursement is contingent upon pre-approval by Board President and upon Superintendent placing an item on the first available Board meeting agenda disclosing all moving expenses.

Work Related Expenses

Reimbursement for work related expenses

8. District shall reimburse Superintendent for all documented ordinary and necessary expenses, incurred relative to employment as Superintendent and consistent with Board policies, regulations, and guidelines applicable to other certificated management employees. The Superintendent will use his own vehicle while doing business within the District's boundaries, without reimbursement, unless travel to visit Bear Valley School in which Superintendent may use District vehicle.

9. Unless otherwise addressed in the Contract, if the Superintendent seeks to be reimbursed for the cost of traveling outside of the District, such as for attending an out-of-district conference, the Superintendent will have the option of using a District vehicle or using his own personal vehicle and being reimbursed at the District adopted mileage reimbursement rate.

10. Superintendent will use District credit card for travel and lodging when requested by Business Manager and will submit all receipts to support charges. Superintendent will submit timely itemized claims with receipts and/or invoices to business office.

Professional Dues

11. The District encourages the Superintendent to participate in appropriate professional organizations and activities. The District shall pay Superintendent's annual dues to the Association of California School Administrators (ACSA) as well as the Small School District Association (SSDA). Any additional organizations and activities may also be considered and approved in advance by the Board.

Professional Development

12. The Superintendent is encouraged to attend and, with Board's approval, District will directly pay or will reimburse expenses incurred for attending an appropriate educational conference or conferences deemed beneficial to District and valuable for Superintendent's growth.

13. The Superintendent will prepare a work calendar yearly that includes planned professional development events and will share it with the Board President and Leadership Team. The calendar will ensure that coverage for Superintendent is in place and budget supports plan.

Devotion of Professional Services

14. Superintendent shall give his exclusive professional services to District during the period of time those services are to be rendered except as otherwise provided in this Contract. However, Superintendent may undertake consultative professional work, engage in speaking for hire, write, lecture, or engage in other professional undertakings provided those activities do not tend to impair Superintendent's effectiveness, in the exclusive judgement of Board. Superintendent may retain any income from those activities.

Technology Devices and Communication Allowance

15. Board shall provide to Superintendent, at District expense, a laptop computer. District shall pay any costs and expenses associated with owning, licensing, operating and maintaining such Technology Device. This does not include costs associated with maintaining home internet access. All Technology Devices so provided are the property of District and District shall have the right to control the access to, and use of, Technology Devices through its Board policies, including its technology use policies, personnel policies, and its risk management policies.

16. All District-provided Technology Devices are provided to facilitate performance of Superintendent's duties and obligations as an employee of District. Superintendent may use District-provided Technology Devices for personal use within reasonable limits and in a manner consistent with Board policies, including its technology use policies, personnel policies, and its

risk management policies. Superintendent shall not use any Technology Device in any manner that is inconsistent with such policies.

17. When Technology Devices are provided by District, Superintendent shall not conduct District business on devices that are not provided or owned by District.

18. Superintendent hereby waives any and all rights and protections over the content of any Technology Device or other electronic device (e.g., cell phone, computer, tablet) on which he has conducted any District business, regardless of whether the device is provided by District pursuant to the Contract. This waiver permits Board or anyone authorized by Board to examine the contents of any such device without requiring additional permission, including, but not limited to, a separate waiver or a warrant.

19. Superintendent shall receive a monthly communications allowance of \$100 to subsidize costs for 24 hours a day, seven days a week mobile internet and telephone service costs.

Leaves

Illness Leave

20. Superintendent shall receive 12 days of sick leave per year, credited in advance.

21. Accrued unused illness leave shall not be compensable upon separation.

Vacation

22. Superintendent shall receive 25 days of paid vacation, exclusive of the paid holidays provided by law or policy to 12-month certificated management employees. All vacation must be scheduled in advance and approved by Board President. Maximum accrual will be 27 days. Once this maximum accrual level is reached, Superintendent will cease accruing additional vacation until his or her balance falls below this level. Upon separation or retirement from the District, Superintendent shall be paid for all accrued vacation days up to a maximum of 27 days, paid at the then current daily rate. Superintendent may choose to cash out up to eight (8) days of accrued, unused vacation per school year at the then current daily rate.

Personal and other leaves

23. Superintendent shall be entitled to all other personal necessity, bereavement, or other leaves provided to District's certificated management employees.

General Duties

24. Pursuant to Article 3 (commencing with Section 35026) of Chapter 1 of Part 21 of Division 3 of Title 2 of the Education Code, Superintendent shall be the Chief Executive Officer of District.

25. Superintendent shall perform, at the highest level of competence, all services, duties, and obligations required by (i) the Contract, (ii) the District Superintendent job description, (iii) applicable laws and regulations, (iv) Board rules, regulations, and policies and as otherwise directed by Board. Superintendent may delegate his duties to a responsible District employee at Superintendent's discretion unless otherwise stated in applicable laws and regulations, found in Board rules, regulations, and policies, or otherwise prohibited by Board.

26. Superintendent shall have primary responsibility for the management of all District affairs. In carrying out his duties, Superintendent shall provide educational leadership to District and make student learning and student success his highest priorities. Superintendent shall endeavor to maintain and improve his professional competence by all available means, including subscription to and reading of appropriate periodicals and membership in appropriate associations.

27. Superintendent shall be responsible for the operations of District, including, but not limited to, the areas of general administration, instruction, human resources, communications, government relations, facilities, and business affairs.

28. For any time period during which at least one district facility is open and Superintendent is unavailable, Superintendent shall appoint a responsible District employee to temporarily fulfill Superintendent's duties and, when doing so, shall notify Board President.

Administrative and Board-Related Duties

29. Superintendent shall establish and maintain positive community, staff, and Board relations.

30. Superintendent shall attend every Board meeting and Board committee meeting unless excused in writing by Board President. This duty may not be delegated unless permitted in writing by Board President.

31. Superintendent shall serve as Secretary to Board and perform the duties as prescribed in Section 35025 of Chapter 1 of Part 21 of Division 3 of Title 2 of the Education Code.

32. Superintendent shall have primary responsibility for the execution of Board policies, although primary responsibility for the formulation of Board policies is retained by Board. Superintendent will review all policies adopted by Board and make appropriate recommendations to Board for addition, deletion, or modification.

33. Superintendent shall be responsible for the development and execution of administrative regulations required or necessary for the implementation of Board policies and shall place any new or modified administrative regulation on the agenda of a Board meeting.

34. As permitted by any applicable law including, but not limited to, the Brown Act, Superintendent shall, in advance of Board meetings, keep all Board members advised of emerging issues that could have a material impact on Board or District.
35. Superintendent shall serve as liaison to Board with respect to all matters of employer-employee relations and shall make recommendations to Board concerning those matters.
36. Superintendent shall submit financial and budgetary reports to Board and shall advise Board on possible sources of funds to carry out District programs.
37. Annually, Superintendent shall prepare and submit a recommended District budget to Board, with supporting financial information to assist Board in approving a sound budget.
38. Superintendent shall enter into contracts for and on behalf of District, subject to Board approval or ratification as required by law.
39. Superintendent shall have such other duties properly delegated to him by Board policies or by other Board actions.

Personnel Duties

40. Superintendent may appoint a Leadership Team to advise Superintendent and shall evaluate all team members pursuant to their contracts as well as Board policies and regulations.
41. Superintendent shall have primary responsibility for making timely and appropriate recommendations to Board regarding personnel matters, including the employment of personnel and any release, non-reelection, or termination of an employee. Upon request by Superintendent, Board may authorize Superintendent to employ personnel without Board approval.
42. As required by Education Code Section 35035, and subject to the approval of Board, Superintendent is responsible for assigning all District employees employed in positions requiring certification qualifications. He shall also be responsible to periodically evaluate or cause to be evaluated all District employees.
43. Superintendent shall provide leadership and direction in negotiations with all labor groups.

External Relation Duties

44. Superintendent shall represent District before the public, and shall maintain such a program of public relations as may serve to improve understanding and to keep the public informed about District activities, needs, and results.

45. Superintendent will act as the primary liaison with the local, state, and federal agencies and elected representatives.

46. Superintendent is encouraged to attend appropriate local community meetings. Reasonable expenses thereby incurred shall be reimbursed in accordance with Paragraphs 8 and 9 of the Contract.

47. Superintendent shall regularly report to Board on all external relations activities.

Other Duties

Medical Exam

48. In light of the unique nature of the professional duties of Superintendent, Superintendent shall receive, at district expense, a complete medical examination prior to February 15 of each Contract Year. The examination shall be conducted by a licensed physician selected by Superintendent. The written statement which shall be provided to Board shall be limited to the physician's determination of the continued fitness of Superintendent to perform the duties required under the Contract, with or without reasonable accommodations. The statement shall otherwise be confidential. Nothing in this provision precludes Board from directing Superintendent to submit to a fitness for duty exam at any time, or as otherwise permitted by law.

Driver's License

49. Superintendent is required to maintain a valid California Driver's License and have a vehicle available at all times to perform the duties of the position.

Additional Duties

50. Superintendent shall carry out all lawful activities as directed by Board from time to time.

Alpine County Office of Education Superintendent Position

51. The District Superintendent agrees to serve as County Superintendent if elected or appointed to that position at a future date. The District Superintendent base salary includes payment for service as County Superintendent if assumed. No benefits of this employment contract or its amendments shall be reduced if the District Superintendent does not assume the County Superintendent position or if another individual serves as County Superintendent.

Evaluation

52. Board shall evaluate Superintendent in each year, utilizing the process set forth in Paragraphs 53 through 59, inclusive.

53. By September 1 of year one of Contract, Board and Superintendent shall meet to discuss and establish agreed upon goals and objectives for the purpose of the ensuing year's evaluation. Thereafter, on an annual basis, no later than July 1 and no earlier than June 1, the Board and Superintendent shall meet and agree upon goals and objectives for the succeeding year's evaluation. Goals and objectives will be based on the duties and responsibilities set forth in the Contract, Board's strategic planning priorities and any other criteria chosen by Board and Superintendent. These goals and objectives shall be reduced into writing.

54. Prior to October 1 of each year, Board and Superintendent shall agree upon an evaluation instrument that Board will use to assess Superintendent's performance based on the goals and objectives established pursuant to Paragraph 53. The evaluation instrument shall include an overall job performance rating of "Exceeds Expectations," "Satisfactory," "Needs Improvement," and "Unsatisfactory."

55. Prior to April 1 of each year, Superintendent shall remind Board in writing of Board's evaluation obligations under the Contract, and Superintendent and Board shall agree on dates for Superintendent's evaluation and the other steps of the evaluation process as described herein.

56. Prior to May 31 of each year, Superintendent shall provide Board with an annual report regarding the state of the District and shall also make a presentation based on the report at a regularly scheduled Board meeting.

57. Prior to June 1 of each year, Superintendent shall present Board with a written self-evaluation. The self-evaluation shall mirror the form of the written evaluation instrument.

58. Prior to June 30 of each year, and after receiving Superintendent's state of the District report and self-evaluation, each of the following shall occur:

- Each Board member shall individually complete the evaluation instrument;
- Board will devote a portion of at least one (1) meeting to a discussion and evaluation of Superintendent's performance, including the working relationship between Superintendent and Board.
- Board President shall be responsible for utilizing the individual Board member evaluations and Board discussion to prepare a single, evaluative document that communicates Board's collective feedback and expectations.

59. The evaluation of Superintendent by Board will be in writing and placed in a sealed envelope in Superintendent's personnel file marked as follows: "Confidential. Only to be opened upon authorization of Board." A copy of the evaluation will be provided to Superintendent.

60. Failure of Board to complete the evaluation process does not constitute a material breach of the Contract and shall not result in the amendment or extension of the Contract. Failure of Board to evaluate Superintendent shall not preclude Board from giving notice of termination or nonrenewal in accordance with Paragraphs 62 through 73, inclusive.

Contract Renewal or Extension

61. There shall be no renewal or extension of the Contract. Should Board desire Superintendent to continue as Superintendent beyond the term of the Contract, the Parties shall negotiate and execute a new contract.

Contract Non-Renewal

Notice

62. Should Board determine that it does not wish to negotiate and execute a new contract at the end of the term of the Contract, Board shall give written notice of the decision to Superintendent at least ninety (90) days prior to the end of the Contract. Pursuant to Education Code Section 35031, failure to provide timely notice automatically extends the Contract for a term of the same length as the one completed, and under the same terms and conditions and with same compensation.

Superintendent's Duty to Notify Board

63. Between one hundred (100) days and one hundred and twenty (120) days prior to the end of the Contract, Superintendent shall, in writing, remind each Board member of Board's obligation to give written notice pursuant to Paragraph 62.

Termination for Cause

64. Notwithstanding any other provision of the Contract, Superintendent may be terminated for cause prior to the expiration of the Contract, for any of the following:

- Failure by Superintendent to possess or maintain a valid California Administrative Credential
- Suspension or revocation of Superintendent's California Administrative Credential
- Physical or mental inability of Superintendent to perform his duties
- Material breach of the Contract
- Any cause(s) set forth in Education Code Section 44932.

65. Superintendent acknowledges that he is District's most visible representative and is required to maintain higher standards of personal conduct than any other employee. In order to represent District with integrity and high ethical standards, Superintendent shall avoid professional or personal situations that might reflect negatively on Superintendent, District, or Board.

66. Prior to terminating Superintendent for cause, Board shall give Superintendent thirty (30) days written notice of its intention to terminate him or her for cause. Such written notice shall include a statement of the specific acts or omissions which give rise to the proposed action. No action shall be taken on a proposed termination for cause until Superintendent has had an opportunity to meet with Board to be heard by way of explanation, defense, or a showing that the specific acts or omissions have been corrected. This opportunity to be heard shall be provided within fifteen (15) calendar days after Superintendent is served the notice of Board's intention. This meeting with Board is not an evidentiary hearing. The Parties are expected to provide each other with a reasonable, complete explanation of their positions and either party may be accompanied by an attorney. Superintendent's right to meet with Board shall be exclusive of any right to any other hearing otherwise required by law.

67. Any decision to terminate Superintendent for cause shall be effective upon the date determined by Board, except that such date shall not be sooner than thirty (30) calendar days after the notice of termination is given to Superintendent. In the event that Superintendent is terminated for cause, all rights and obligations of the Parties under the Contract shall be deemed fully satisfied on the effective date of the termination and Superintendent shall not be entitled to any further benefit under the Contract including, but not limited to, the benefits described in Paragraphs 5 through 7, inclusive.

68. A determination as to whether cause exists to terminate Superintendent shall always be at the sole discretion of Board.

Termination without Cause

69. Notwithstanding any other provision of the Contract, Board shall have the sole right to terminate Superintendent without cause at any time before its normal expiration. If the Contract is terminated by the Board without cause, Superintendent shall receive his monthly salary and medical/dental/vision and other benefits provided under the Contract for the remaining term of the Contract or twelve (12) months, whichever is less, or until such time as Superintendent finds employment, whichever occurs first. The Superintendent must notify the District in writing immediately upon securing other employment therefore terminating the health and welfare benefits and payment of the salary for the months remaining.

70. The compensation set forth in Paragraph 69 shall be the only compensation of any kind which shall be due to Superintendent if Superintendent is terminated without cause by Board.

Termination by Mutual Consent

71. Notwithstanding any other provision of the Contract, Board and Superintendent may, by mutual consent, terminate the Contract before its expiration. Either party seeking such a change shall not give less than forty-five (45) days written notice to the other party. Superintendent will notify Board or Board President if he applies for another position and if becomes finalist in the process.

72. If the Contract is terminated under Paragraph 71, the maximum cash settlement that Superintendent may receive shall either (i) an amount equal to the monthly salary of Superintendent multiplied by the number of months left on the unexpired term of the Contract or (ii) an amount equal to the monthly salary of Superintendent multiplied by twelve (12), whichever is less. This paragraph is set forth herein because it is required by subdivision (a) of Government Code Section 53260 but the Parties agree that it shall be superseded by the provisions set forth in Paragraphs 64 through 68 in the event that Superintendent is terminated for cause or by the limitations set for in Paragraphs 69 and 70 in the event that Superintendent is terminated without cause.

Termination by Death

73. The Contract shall terminate immediately upon the death of Superintendent and all rights and obligations of the Parties under the Contract shall be deemed fully satisfied.

Liability for Taxes

74. Notwithstanding any other provision of the Contract, District shall not be liable (except in cases of District errors or omissions) for any state or federal tax consequences to Superintendent, any designated beneficiary hereunder, or the heirs, administrators, executors, successors, and assigns of Superintendent. Superintendent shall assume sole liability for any state or federal tax consequences of the Contract or any related contract and agrees to indemnify and hold District harmless from such tax consequences.

Superintendent Indemnification

75. District shall include Superintendent as a named insured in its liability and errors and omissions insurance policies.

76. District shall, to the full extent permitted by law, defend, hold harmless, and indemnify Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against him or her in his or her personal capacity or in his or her official capacity as an agent and/or employee of District, provided that the incident arose while Superintendent was acting on matters related to his or her employment with District and continues upon retirement or separation from the District.

77. In no event will any individual Board member be personally liable for indemnifying Superintendent.

General Provisions

Full and Complete Contract

78. The Contract is the full and complete contract between the Parties. It can be changed or modified only in writing signed by Superintendent and Board President or designee after Board approval.

Entire Contract

79. The Contract contains the entire 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 the Contract. The Contract is intended by the Parties to be the sole instrument governing the relationship between the Parties unless a provision of law, now or hereinafter enacted, is specifically applicable to the Contract or to the relationship between Board and Superintendent.

Applicable Laws

80. The Contract is subject to all applicable laws of the State of California, the rules and regulations of the State Board of Education, and Board rules, regulations, and policies. These laws, rules, regulations, and policies referenced herein are a part of the terms and conditions of the Contract as though fully set forth herein.

Construction

81. The Contract will be liberally construed to effectuate the intention of the Parties with respect to the transaction described herein. In determining the meaning of, or resolving any ambiguity with respect to, any word, phrase or provision of the Contract, it is understood and agreed that the Parties have participated equally or have had equal opportunity to participate in the drafting hereof and no such contract term shall be construed or resolved against either party based on any rule of construction.

Delivery of Notices

82. All notices permitted or required under the Contract shall be given to Superintendent at the following address: 43 Hawkside Rd. Markleeville, CA 96120

83. Such notices shall be deemed received when personally delivered or when deposited in the U.S. Mail. However, actual notice shall be deemed adequate notice on the date actual notice occurred, regardless of the method of service.

Headings

84. The headings of sections of the Contract have been inserted for convenience of reference only and shall not affect the interpretation of any of the provisions of the Contract.

Attorney's Fees

85. In the event of any action or proceeding to enforce or construe any of the provisions of the Contract, Superintendent and Board shall each bear the cost of their own attorney's fees and costs regardless of the outcome of the action or proceeding.

Severability

86. If any portion of the Contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of the Contract.

AB 1344

87. If Superintendent is convicted of a crime involving abuse of his or her office, Superintendent shall reimburse District for all applicable costs pursuant to Article 2.6 (commencing with Section 53243) of Chapter 2 of Part 1 of Division 2 of the Government Code.

88. Pursuant to Government Code Section 53243.2, any funds received by Superintendent from District resulting from Board's decision to terminate Superintendent without cause pursuant to Paragraphs 69 and 70, inclusive, shall be fully reimbursed to District if Superintendent is convicted of a crime involving the abuse of his or her powers of office. If District funds the criminal defense of Superintendent against charges involving the abuse of his or her office or position, and Superintendent is then convicted of those charges, Superintendent shall fully reimburse District for all District funds paid for Superintendent's criminal defense.

Governing Law and Venue

89. The Contract, and the rights and obligations of the Parties, shall be governed by and construed in accordance with the laws of the State of California. The Parties also agree that in the event of litigation, venue shall be the proper state or federal court serving Alpine County, State of California.

No Assignment

90. Superintendent may not assign or transfer any rights granted or obligations assumed in the Contract.

Conflict with Board Policies

91. In the event of a conflict between the terms of the Contract, or any amendments thereto, and the terms of Board-adopted policies, the terms of the Contract shall prevail.

IN WITNESS, we affix our signatures to the Contract as the full and complete understanding of the relationships between the parties.

On Behalf of the GOVERNING BOARD OF THE Alpine County Unified SCHOOL DISTRICT:

Amy Mecak

Name, Board President

Signature, Board President

Date

I, Matthew Strahl, accept Board's offer of employment and agree to comply with the Contract and fulfill all of the duties required herein as Superintendent of the Alpine County Unified School District.


Signature, Superintendent

6/18/14
Date

ALPINE COUNTY UNIFIED SCHOOL DISTRICT
2019-20
7/1/2019

CERTIFICATED MANGEMENT
District Superintendent
SALARY SCHEDULE

		<u>Step I</u>		<u>Step II</u>		<u>Step III</u>		<u>Step IV</u>		<u>Step V</u>		<u>Step VI</u>		<u>Step VII</u>		<u>Step VIII</u>
District																
Superintendent	\$	130,000	\$	133,900	\$	137,917	\$	142,055	\$	146,316	\$	150,706	\$	155,227	\$	159,884

Changes to Schedule reflected below:

Adopted