

ADDENDUM TO THE SUPERINTENDENT'S EMPLOYMENT AGREEMENT

Parties

The parties to this Addendum to the Superintendent's Employment Agreement (Addendum) are the Board of Education of Petaluma City Schools (District) and Matthew Harris (Superintendent, Petaluma City Schools).

Recital

There is in existence an Employment Agreement between the parties, commencing July 1, 2021 through June 30, 2024.

Purpose


The purpose of this Addendum is to set forth amendments to the existing Employment Agreement. It is being understood that, except as amended, all terms of the Employment Agreement remain in full force and effect.

Addendum(s):

- A. On June 14, 2022, the Superintendent received a satisfactory evaluation from the Board for the 2021-22 school year. Therefore, pursuant to the Employment Agreement, the term of the Employment Agreement shall be extended for an additional year, through June 30, 2025.
- B. Pursuant to the terms of the Employment Agreement, the Board desires to "provide the Superintendent a salary that is in parity with Petaluma City Schools' five comparison districts" (Santa Rosa City Schools, Cotati-Rohnert Park, Sonoma Valley, Novato, and Windsor). Pursuant to the terms of the Employment Agreement, a parity snapshot was taken on May 10, 2022 (also attached to the Board agenda). Therefore, in accordance with the parity snapshot calculation, effective July 1, 2021, the Superintendent's salary is set at **\$240,010**.
- C. For the 2021-22 Fiscal Year, the District provided certificated employees with a 5% one-time, off-schedule, lump-sum payment and management with a 4% one-time, off-schedule payment to acknowledge and compensate employees for the additional time and effort required during the COVID pandemic.


In a similar vein, the District will provide the Superintendent with a one-time, off-schedule, lump-sum payment of **\$7,200** (equivalent to 3% of the 2021-22 salary). This is in an effort to acknowledge and compensate the Superintendent for the additional time and effort required during the COVID pandemic.

- D. Effective July 1, 2021, the Superintendent is authorized to charge up to **\$200** per month, on a credit card issued by the District, for expenses related to mileage (including gasoline and maintenance).



Superintendent

6/28/2022
Date



Board President

6/28/22
Date

Board Approval Date: June 28, 2022

CLOUD: aye GEN: aye PAUN: aye QUINN: aye WEBSTER: aye