

**MORGAN HILL UNIFIED SCHOOL DISTRICT  
CONTRACT FOR 2020-2022  
DEPUTY SUPERINTENDENT AND CHIEF FINANCIAL OFFICER**

This is a contract between the Morgan Hill Unified School District, hereinafter "District," and Kirsten Perez, hereinafter "Deputy Superintendent and Chief Financial Officer."

1. Term. The District hereby employs Deputy Superintendent and Chief Financial Officer beginning March 1, 2020 and ending on June 30, 2022.

The Board shall consider extending this Agreement when it deems such consideration appropriate.

2. Salary.

- a. Effective retroactive to March 1, 2020 to June 30, 2020, the District shall pay the Deputy Superintendent and Chief Financial Officer an annual salary of two hundred and fourteen thousand, eight hundred and eighty seven dollars (\$214,887).

- b. During the remainder of the term of the Employment Agreement, the Deputy Superintendent and Chief Financial Officer shall be entitled to the annual base salary increases awarded to the classified employees of the Morgan Hill Classified Employee Association.

- c. Effective July 1, 2020 to June 30, 2021, the base salary shall be increased 1.5%, for an annual base salary of two hundred and eighteen thousand, one hundred and ten dollars (\$218,110).

Deputy Superintendent and Chief Financial Officer's annual salary shall be paid in equal installments in accordance with the rules of the Board governing payment of other professional staff members in the District.

3. Vacation. During each annual period covered by this Agreement, the Deputy Superintendent and Chief Financial Officer shall be entitled to twenty-four (24) days of vacation leave with pay each school year, exclusive of holidays. The Deputy Superintendent and Chief Financial Officer's entitlement to vacation shall be accrued on a month-to-month basis. The Deputy Superintendent and Chief Financial Officer is encouraged to take all vacation days during the fiscal year in which the vacation is earned. Vacation accrual shall be limited to a maximum of thirty (30) days. If earned and accumulated vacation days reach a total of thirty (30) days, further accrual of vacation will cease until accumulated vacation is used. Accordingly, in the event of termination or expiration of this Agreement, for any reason, the Deputy Superintendent and Chief Financial Officer shall be entitled to compensation for no more than thirty (30) days of accrued and unused vacation leave at the Deputy Superintendent's then current salary rate.
4. Sick Leave. Deputy Superintendent and Chief Financial Officer shall earn sick leave at the rate of one (1) day per month. Sick leave shall be accumulated from year to year without limitation as to amount.

5. Benefits.

a. Health and Welfare. The Deputy Superintendent and Chief Financial Officer shall be entitled to employee and dependent health and welfare care coverage under the same group medical, dental, and other group insurance plans, including any annuity, death benefit, and disability care, on the same terms and conditions, and subject to the same co-pays, deductibles and premium payment requirements, as are provided by the District to members of the Morgan Hill Education Leaders Association ("MHELA"), as those benefits may change from time-to-time.

b. Maximum Health and Welfare Benefit Contribution. The Deputy Superintendent and Chief Financial Officer shall receive a District contribution toward health and welfare benefit premium costs equal to the health and welfare premium contributions made on behalf of full-time Morgan Hill Education Leaders Association ("MHELA") employees. The Deputy Superintendent and Chief Financial Officer shall be responsible for any of the premium costs that exceed the District's maximum employer contribution.

c. Upon the provision of proof to the District that the Deputy Superintendent and Chief Financial Officer has health and welfare benefit insurance coverage and only if members of the MHELA can select cash-in lieu of the District's contribution toward health care insurance premium costs; the Deputy Superintendent and Chief Financial Officer can select cash-in lieu of the District's contribution toward health care insurance premium costs, on the same terms and conditions and subject to the same limitations as it is offered to members of MHELA. If cash-in lieu is provided by the District consistent with the MHELA agreement, the Deputy Superintendent and Chief Financial Officer shall be responsible for all taxes related to receiving a cash-in lieu of health and welfare benefit insurance District contribution toward premium costs.

d. Life Insurance. The Deputy Superintendent and Chief Financial Officer will be enrolled in a guaranteed issued \$10,000 life insurance policy at the District's expense upon enrollment on the same terms and conditions and subject to same limitations as it is offered to MHELA members employed by the District. The employee shall name the beneficiary.

e. Income Protection Plan. The District shall provide an income protection benefit plan during the term of this Agreement.

f. Modifications. The District reserves the right to modify the Deputy Superintendent and Chief Financial Officer's health and welfare benefits during the term of this Agreement in accordance with any modifications provided to the health and welfare benefits of MHELA employees.

6. Expense Reimbursement. The Deputy Superintendent and Chief Financial Officer shall acquire, use, maintain and insure a personal automobile and telecommunications devices for school district business at the Deputy Superintendent and Chief Financial Officer's sole cost and expense. Except in an emergency, the Deputy Superintendent and Chief Financial Officer shall not utilize vehicle, fuel, or repair services provided by the District.

a. Consistent with Education Code section 44032 and unless otherwise specified in this agreement, the Deputy Superintendent and Chief Financial Officer shall receive a \$100 per month allowance for all District business related expenses, including mileage, meals and other

expenses that are incurred by the Deputy Superintendent and Chief Financial Officer in the performance of Deputy Superintendent and Chief Financial Officer's professional responsibilities and duties within the District's boundaries, irrespective of the number of miles traveled on District business.

This allowance shall be considered taxable income. No documentation is required in order to receive this allowance. The Deputy Superintendent and Chief Financial Officer shall be solely responsible for any tax or retirement consequences resulting from receipt of this allowance and shall defend, indemnify and hold the District harmless from all such consequences. With approval from the Superintendent, business expenses incurred by the Deputy Superintendent and Chief Financial Officer in the performance of Deputy Superintendent and Chief Financial Officer's professional responsibilities and duties outside of the District's boundaries shall be reimbursed consistent with Education Code section 44032 and District Board Policy.

7. Services. The Deputy Superintendent and Chief Financial Officer shall provide satisfactory or better services in the position of the Deputy Superintendent and Chief Financial Officer. The position requires the Deputy Superintendent and Chief Financial Officer to work in a team relationship with the other cabinet members in support of the Superintendent. The Superintendent reserves the right to reassign the responsibilities of the Deputy Superintendent and Chief Financial Officer position in response to the needs of the District as determined by the Superintendent.
8. Professional Consultation. Nothing herein shall prohibit the Deputy Superintendent and Chief Financial Officer from using earned vacation days to undertake consultative work, speaking engagements, writing, lecturing or other professional duties and obligations, provided such undertakings do not interfere with the Deputy Superintendent and Chief Financial Officer's performance of duties under this Agreement.
9. Evaluation. The Superintendent shall annually evaluate and assess the competency and performance of the Deputy Superintendent and Chief Financial Officer as it reasonably relates to the fulfillment of the responsibilities of the position of Deputy Superintendent and Chief Financial Officer. The evaluations shall include assessment of the accomplishment of performance objectives developed by the Deputy Superintendent and Chief Financial Officer and approved by the Superintendent as well as the duties and responsibilities assigned to the Deputy Superintendent and Chief Financial Officer and those contained in any description for the position.
10. Early Termination of Contract. This contract may be terminated at any time for a material breach of contract; for just cause as determined solely by the Superintendent, and/or for failure by the Deputy Superintendent and Chief Financial Officer to satisfactorily perform duties and responsibilities and mutually agreed upon specific performance objectives. If the cause for termination is "unsatisfactory performance, the Superintendent shall complete a performance evaluation specifying in writing those areas of needed improvement, and shall conference with the Deputy Superintendent and Chief Financial Officer. The Deputy Superintendent and Chief Financial Officer shall have the right to respond in writing to the evaluation, and shall have an additional 60 calendar days to demonstrate improvement. No earlier than 60 calendar days following the date of the evaluation, a second evaluation shall

be written. If the second evaluation is unsatisfactory, upon the recommendation of the Superintendent, a notice of termination may be served. Compensation shall continue through the last day of service or up to 90 calendar days following the date the notice of termination is served upon the Deputy Superintendent and Chief Financial Officer whichever is shorter.

11. Termination without Cause. If, for any reason, without cause or a hearing, at any time, the Board determines, in its sole discretion, that such action is in the best interest of the District, the Board may unilaterally terminate this Agreement. In consideration for the exercise of this right, the District shall pay to Deputy Superintendent and Chief Financial Officer from the date of termination until the expiration of this Agreement, or for a period of twelve (12) months, whichever is less, a sum equal to Deputy Superintendent and Chief Financial Officer's base salary. Payments to Deputy Superintendent and Chief Financial Officer shall be made on a monthly basis unless the parties agree in writing otherwise.

For purposes of this Agreement, the term "salary" shall include only Deputy Superintendent and Chief Financial Officer's regular monthly base salary and shall not include the value of any other stipends, reimbursements or benefits received under this Agreement. All payments made pursuant to this termination without cause provision shall be subject to applicable payroll deductions and shall be treated as compensation for state and federal tax purposes. No payments made pursuant to this early termination provision shall constitute creditable service, creditable compensation or compensation earnable for CalSTRS or CalPERS retirement purposes. Payments made pursuant to this termination without cause provision shall be considered as final settlement pay; accordingly, no deductions shall be made for retirement purposes.

Deputy Superintendent and Chief Financial Officer shall also be entitled to a continued District contribution toward health benefits, as those benefits may change from time-to-time, for the remainder of the unexpired term of this Agreement, for a period of twelve (12) months, or until Deputy Superintendent and Chief Financial Officer obtains other employment, whichever occurs first.

The parties agree that any damages to Deputy Superintendent and Chief Financial Officer that may result from the Board's early termination of this Agreement without cause cannot be readily ascertained. Accordingly, the parties agree that the payments made pursuant to this termination without cause provision, along with the District's agreement to provide health benefits, constitutes reasonable liquidated damages for Deputy Superintendent and Chief Financial Officer, fully compensates Deputy Superintendent and Chief Financial Officer for all contract damages of any nature whatsoever, whether in law or equity, and does not result in a penalty. The parties agree that the District's completion of its obligations under this provision constitutes Deputy Superintendent and Chief Financial Officer's sole remedy to the fullest extent provided by law.

Finally, the parties agree that this provision meets the requirements governing maximum cash settlements as set forth in Government Code section 53260 et seq., and that any payment of cash or other consideration to Deputy Superintendent and Chief Financial Officer pursuant to a settlement agreement resulting from the termination of this Agreement by the Board is subject to the limitations and requirements contained in Government Code sections 53260 et seq., and other applicable provisions of law, as the law may be amended from time-to-time.

12. Abuse of Office Provisions. In accordance with Government Code section 53243 et seq., and as a separate contractual obligation, should the Deputy Superintendent and Chief Financial Officer receive a paid leave of absence or cash settlement if this contract is terminated with or without cause, such paid leave or cash settlement shall be fully reimbursed to the District by the Deputy Superintendent and Chief Financial Officer if the Deputy Superintendent and Chief Financial Officer is convicted of a crime involving an abuse of office or the position. In addition, if the District funds the criminal defense of the Deputy Superintendent and Chief Financial Officer against charges involving abuse of office or position and the Deputy Superintendent and Chief Financial Officer is then convicted of such charges, the Deputy Superintendent and Chief Financial Officer shall fully reimburse the District all funds expended for the Deputy Superintendent and Chief Financial Officer's criminal defense.
13. Policies and Regulations. The Deputy Superintendent and Chief Financial Officer serves at the pleasure of the Governing Board and the District policies and Administrative Regulations do not grant the Deputy Superintendent and Chief Financial Officer due process rights in this administrative position or any other position in the District.
14. Amendment. This contract may only be amended by mutual written consent of the parties.
15. Tax/Retirement Issues. The District makes no representations or warranties with respect to the tax or retirement consequences of this Agreement, including but not limited to, whether specific forms of compensation are creditable for retirement purposes, or with respect to the tax or retirement consequences of receiving compensation or fringe benefits of employment provided to the Employee or any designated beneficiary, heirs, administrators, executors, successors or assigns of the Employee.

MORGAN HILL UNIFIED SCHOOL DISTRICT

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

\_\_\_\_\_  
Steve J. Betando, Superintendent

I hereby accept this offer of employment and agree to comply with the conditions thereof and to fulfill all duties of employment of the Deputy Superintendent and Chief Financial Officer of the Morgan Hill Unified School District.

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

\_\_\_\_\_  
Kirsten Perez, Deputy Superintendent and Chief  
Financial Officer