

**Stanwood-Camano School District No. 401
Snohomish, County**

Third Amendment to the 2021-2024 Superintendent's Contract

IT IS AGREED by and between the Board of Directors of the Stanwood-Camano School District No. 401 and Dr. Deborah Rumbaugh, in accordance with the Board's action at its Regular Board Meeting on August 2, 2022, that the Contract between the parties, dated June 1, 2021, is amended in the manner set forth below.

Paragraph 2, Sections A and C, listed below, **shall be revised as follows:**

- A. Twelve (12) days of sick leave with compensation for illness, injury, and emergencies. Such unused sick leave shall accumulate from year to year. Sick leave shall be eligible for buy back as provided by state law and District policy. Sick leave and any leave cash-outs or per diem payments shall be compensable at the then applicable salary rate, ~~1/218th~~ 1/217th per day.

- C. Upon retirement or termination of employment from the District, up to thirty (30) unused vacation days shall be compensable at the then applicable salary rate, ~~1/218th~~ 1/217th per day. Any remaining vacation days will be lost with no additional compensation cost to the District. In all events, the Superintendent's rights to compensation for vacation shall be interpreted to avoid any risks to the District of any financial penalty, such as excess compensation billings from any retirement system. Vacation accounting will be on a first-in, first-out basis

All other terms of the 2021-2024 Superintendent's Contract shall remain in effect, unless revised by separate amendment.

By signing this Third Amendment, Dr. Rumbaugh and the Board agree to its terms.

Accepted this 2nd day of August 2022.

Deborah Rumbaugh, Ed.D.
Superintendent

**BOARD OF DIRECTORS
Stanwood-Camano School District No. 401**

Natalie Hagglund, Board President