

AMENDMENT TO EMPLOYMENT CONTRACT OF JOSE ARAUX, SUPERINTENDENT

WHEREAS, the Board of Trustees of the Perris Union High School District and Jose Araux, Superintendent, entered into an employment contract for the term of August 22, 2024 and ending on August 22, 2026;

WHEREAS, the Board of Trustees of the Perris Union High School District and Jose Araux desire to amend the agreement to reflect a compensation increase consistent with that provided to the certificated bargaining unit.

NOW THEREFORE, the employment contract is hereby amended as follows:

Section 2 is amended to state:

Salary. Dr. Aruax's annual salary shall be Three Hundred Four Thousand Fifty-Seven Dollars and Zero Cents (\$304,457.000), which reflects placement on Step 4 of the Superintendent's Salary Schedule, which is attached and incorporated into this Agreement as Attachment A. Dr. Araux shall, during his first partial year of employment, receive a prorated amount of his annual salary from August 22, 2024, through June 30, 2025. Additionally, the District will provide the Superintendent a stipend in the amount of Five Thousand Dollars and No Cents (\$5,000.00) for Charter School oversight each year, payable monthly, on a pro-rata basis.

The Superintendent shall receive, provided he receives a satisfactory evaluation as set forth in Section 6 of this Agreement and with the Board's approval, an annual adjustment of his salary beginning with July 1st each year of this Agreement in accordance with the Superintendent's salary schedule.

At any time, the Board may take action to increase the compensation provided for in this Agreement. Any such increase will be effective on a date determined by the Board, and may be retroactive to July 1st of the current school year following the action of the Board, to continue for the remainder of the Agreement. In addition, should the Board determine to implement a work year reduction for District employees (e.g., furloughs), the Superintendent agrees that his annual salary shall be reduced a pro-rated amount equal to the percentage reduction in that work year.

Section 6. is amended to state:

Evaluation. The board may evaluate the Superintendent each year, or more or less frequently, as it deems to be appropriate. The Superintendent shall cooperate with all the reasonable requests of the Board in the evaluation process including, for example, providing the Board with proposed goals and objectives for the ensuing year. The failure, if any, of the Board to evaluate the Superintendent shall be of no legal consequences. The District's policies or regulations, if any, governing administrative evaluations shall not apply to the Superintendent. Should the Board decide not to evaluate the Superintendent in any year of the term of the Agreement, the Superintendent's evaluation shall be considered satisfactory for purposes of being eligible, subject to Board approval, to receive a step increase on the salary schedule as stated in Paragraph 2 (Salary).

The Board may evaluate and discuss the performance of the Superintendent at any time during the term of this Agreement. The board shall bring to the attention of the Superintendent concerns regarding his performance. If the Board determines that the performance of the Superintendent is unsatisfactory, the Board shall communicate the evaluation to the Superintendent in writing. All written evaluations of the Superintendent shall be delivered to the Superintendent, and a copy of the evaluation shall be placed in the Superintendent's personnel file. The Superintendent shall have 10 days from receipt of the evaluation, to respond in writing to

the evaluation. Should the Superintendent respond in writing to the evaluation, his response shall be placed in the personnel file of the Superintendent. The Board shall meet and discuss the contents of the written evaluation with the Superintendent within 30 days after the Superintendent has received the written evaluation. Evaluations of the Superintendent shall be discussed in closed session only.

Section 8 is amended to state:

Fringe Benefits The Superintendent shall receive all employment benefits – including health and welfare benefits – provided to the District’s cabinet employees that are not otherwise provided in this Agreement, including a cell phone. The Superintendent shall also receive a monthly car allowance in the amount of Five Hundred Dollars and Zero Cents (\$500.00) to cover the cost of transportation expenses incurred in the connection with District business. The Superintendent shall not receive any other car or mileage allowance other than reimbursement for driving in lieu of flying to a District-approved workshop or conference; however, this reimbursement obligation shall not exceed 700 miles for a single workshop or conference. In addition, the District shall provide the Superintendent with life insurance in the amount of \$250,000 and the Superintendent shall in accordance with the terms of issuance of that life insurance be eligible to purchase additional coverage at the Superintendent’s expense.

All other terms of the employment contract, dated August 21, 2024 remain unchanged and in full effect.

IN WITNESS WHEREOF, the Board of Trustees of the Perris Union High School District and Jose Araux have duly approved and executed this amendment.

TO BE SIGNED BY ALL BOARD MEMBERS

Dated: _____, 2025

Steve Campos, Governing Board President
Perris Union High School District

Dated: _____, 2025

Edward Garcia Jr., Governing Board
Perris Union High School District

Dated: _____, 2025

Anthony T. Stafford, Sr., Governing Board
Perris Union High School District

Dated: _____, 2025

Charles Hall, Governing Board
Perris Union High School District

Dated: _____, 2025

Jamie Anaya, Governing Board
Perris Union High School District

I hereby accept the Amendment Agreement and its terms of employment and agree to comply with the terms of Employment Agreement dated October 16, 2024 with the condition thereof, and to fulfill all of the duties of employment of the Superintendent of the Perris Union High School District.

Dated: _____ 2025

Jose Araux, Superintendent

EXHIBIT A

**PERRIS UNION HIGH SCHOOL DISTRICT
Superintendent
SALARY SCHEDULE**

Effective October 01, 2024

STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
\$269,549	\$280,333	\$291,547	\$304,457	\$316,635

Schedule ID 103