

**AMENDMENT TO EMPLOYMENT CONTRACT OF ALFREDO ANDRADE,
CHIEF HUMAN RESOURCES OFFICER**

WHEREAS, the Board of Trustees of the Perris Union High School District and Alfredo Andrade, Chief Human Resources Officer entered into an employment contract for the term of November 4, 2024 and ending on June 30, 2026;

WHEREAS, the Board of Trustees of the Perris Union High School District and Alfredo Andrade 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. Mr. Andrade's annual salary shall be Two Hundred and Fourteen Thousand Dollars and Zero Cents (\$214,000), which reflect placement on Step 1 on the applicable salary schedule, which is attached and incorporated into this agreement as Attachment A. Mr. Andrade shall during his first partial year of employment, receive a prorated amount of his annual salary from November 4, 2024 through June 30, 2025. Additionally, the District will provide the Assistant 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. Enrollment in the State Retirement System is mandated (STRS or PERS).

The Chief Human Resources Officer 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 Chief Human Resources Officer 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 Assistant 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 District may evaluate the Chief Human Resources Officer each year, or more or less frequently, as the Superintendent deems to be appropriate. The Chief Human Resources Officer shall cooperate with all reasonable requests of the Superintendent or Board in the evaluation process. The failure, if any, of the District to evaluate the Chief Human Resources Officer shall be of no legal consequence. The District's policies or regulations, if any, governing administrative evaluations shall not apply to the Chief Human Resources Officer. Should the Superintendent decide not to evaluate the Chief Human Resources Officer in any year of the term of the Agreement, the Chief Human Resources Officer'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).

Section 8 is amended to state:

Fringe Benefits The Chief Human Resources Officer shall receive all employment benefits – including

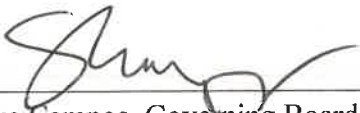
health and welfare benefits – provided to the District’s cabinet employees that are not otherwise provided in this Agreement, including a cell phone. The Chief Human Resources Officer shall also receive a monthly car allowance in the amount of Five Hundred Dollars and Zero Cents (\$500.00) to cover the cost of transportation expenses incurred in the connection with District business. The Chief Human Resources Officer 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 Chief Human Resources Officer with life insurance in the amount of \$250,000 and the Chief Human Resources Officer shall in accordance with the terms of issuance of that life insurance be eligible to purchase additional coverage at the Chief Human Resources Officer’s expense.

All other terms of the employment contract, dated October 16, 2024 remain unchanged and in full effect.

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

TO BE SIGNED BY ALL BOARD MEMBERS

Dated: *February 12*, 2025



Steve Campos, Governing Board President
Perris Union High School District

Dated: *February 12*, 2025



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

Dated: *February 12*, 2025



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

Dated: *February 12*, 2025



Charles Hall, Governing Board
Perris Union High School District

Dated: *February 12*, 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 Chief Human Resources Officer of the Perris Union High School District.

Dated: Feb 12 2025



Alfredo Andrade, Chief Human Resources Officer

EXHIBIT A

**PERRIS UNION HIGH SCHOOL DISTRICT
CHIEF HUMAN RESOURCES OFFICER
SALARY SCHEDULE**

Effective October 01, 2024

STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
\$214,000	\$224,700	\$235,935	\$247,732	\$260,118

Schedule ID 260