SIXTH AMENDMENT TO EMPLOYMENT AGREEMENT FOR SUPERINTENDENT SERVICES BETWEEN ALAMEDA UNIFIED SCHOOL DISTRICT AND PASQUALE SCUDERI

This Amendment ("Sixth Amendment") is made by and between the Governing Board of the Alameda Unified School District, a public school district of the State of California ("District"), and Pasquale Scuderi, an individual (referred to as "Superintendent") (collectively, the "Parties"). It modifies the Employment Agreement (the "Agreement"), effective July 1, 2019, currently in force between the Parties and is further to five prior Amendments executed on or around September 2020 ("First Amendment,") September 2021 ("Second Amendment,") October 2022 ("Third Amendment,"), August 2023 ("Fourth Amendment") and May 2024 ("Fifth Amendment).

RECITALS

WHEREAS, the Board and Superintendent are parties to an Employment Agreement effective July 1, 2019 (the "Agreement"), which is attached hereto;

WHEREAS, the Board and Superintendent amended the Agreement in or around September 2020, September 2021, in or around October 2022, in or around August 2023, and in and around May 2024;

WHEREAS, the Superintendent received a satisfactory evaluation in the 2024-25 school year;

WHEREAS, the Board and Superintendent desire to amend the Agreement in order to extend the Superintendent's term of employment, provide an increase in salary, and implement a professional growth and development requirement with independent research, strategy, and planning days.

NOW, THEREFORE, the Board and Superintendent hereby agree to amend the Agreement as follows:

1. Term of Employment. Pursuant to Section 2 of the Agreement (as amended by the Fifth Amendment), the Governing Board hereby elects to extend the Agreement for an additional 12 months. The Agreement shall expire on June 30, 2029. The Parties agree that an additional year extension to said Agreement shall be brought to the first board meeting of the 2026-2027 school year for consideration and action by the Governing Board. If approved, the Agreement between the Parties shall expire on June 30, 2030.

2. Compensation: Section 2 of the Agreement is further amended as follows:

   Commencing with the 2025-2026 school year, the Superintendent shall receive an annual raise equivalent to the percentage salary increase negotiated for all District employees, or a raise equivalent to six (6) percent, or whichever is greater.

3. Professional Growth and Development Reimbursement. Section 9 is hereby amended to include subsection (H):

   H. Independent Research, Strategy, and Planning Days: The Superintendent may take up to eight (8) off-site days during the school year, in paid status, to independently study, research, and focus on annual district strategic and organizational goals and priorities. These may include major project components of the district's strategic goals and plans. These days can also be used to review national and global educational research and trends, study various forms of educational and organizational literature, and to work, generally, on all aspects of district direction and workflow. Up to two (2) of these days can be taken consecutively on a quarterly basis to create extended focus time for the district's benefit.

4. No Other Modification. Except as amended herein and by prior amendments, the Agreement shall remain unchanged and in full force and effect.

5. Entire Agreement. The attached Agreement, subject to this Sixth Amendment and prior amendments, represents the full and complete agreement between the parties.

IN WITNESS WHEREOF, the parties have executed this Sixth Amendment to the Superintendent Employment Agreement as of the day and year set forth above.

Pasquale Scuderi
Superintendent

Date April 15, 2025

On behalf of the Alameda Unified School District:

Gary Lym
President, Board of Education

Date April 15, 2025