SECOND AMENDMENT TO EMPLOYMENT AGREEMENT BETWEEN TIFFANY BENSON AND THE GOVERNING BOARD OF THE TRAVIS UNIFIED SCHOOL DISTRICT (2025-2029)

The Travis Unified School District ("District") and Superintendent Tiffany Benson ("Superintendent"), hereby agree to amend their employment agreement ("Agreement"), dated May 14, 2024, and the First Amendment to their employment agreement ("First Amendment"), dated June 17, 2025, as indicated herein.

If there is a conflict between this Second Amendment and the Agreement or First Amendment, this Second Amendment shall supersede and be controlling.

The District and Superintendent ("the Parties") agree as follows:

A. Section 3 of the Agreement shall be amended by adding the following new paragraph after the first paragraph, as indicated below:

3. Compensation

Effective July 1, 2025, the Superintendent's base annual salary shall be two hundred fifty-five thousand dollars and no cents ($255,000.00), payable in twelve (12) equal monthly payments, subject to such deductions as required by law. When only a portion of any year or month is served, the Superintendent's salary shall be prorated to reflect such service.

Effective March 1, 2026, based on merit and outstanding job performance, the Superintendent's base annual salary shall be increased by five percent (5%) to two hundred sixty-seven thousand seven hundred fifty dollars and no cents ($267,750.00), subject to such deductions as required by law. When only a portion of any year or month is served, the Superintendent's salary shall be prorated to reflect such service.

B. Section 4 of the Agreement shall be amended as indicated below:

4. Benefits

Superintendent shall be entitled to receive the same health, welfare and retirement benefits enjoyed by other Certificated Management employees of the District.

~~In addition, beginning July 1, 2025, the Superintendent shall annually receive six thousand dollars ($6,000) for deposit into a tax sheltered annuity account of the Superintendent's choosing, pursuant to the terms of the selected account and to the extent authorized by law. If this Agreement is terminated for any reason (including but not limited to mutual consent, resignation, death, disability, or termination with or without cause), the District's obligation to annually contribute to the account shall cease.~~

Effective July 1, 2026, the Superintendent shall annually receive an amount equal to six percent (6%) of the Superintendent's annual base salary for deposit into a tax sheltered annuity account of the Superintendent's choosing, pursuant to the terms of the selected account and to the extent authorized by law. If this Agreement is terminated for any reason (including but not limited to mutual consent, resignation, death, disability, or termination with or without cause), the District's obligation to annually contribute to the account shall cease.

The District further agrees to develop a 403(b) tax-sheltered annuity program in accordance with applicable federal and state regulations.

The District shall provide Superintendent with a term life insurance policy in the amount of One Hundred Thousand Dollars ($100,000) during the term of the Agreement made payable to any beneficiary designated by Superintendent.

C. Section 5 of the Agreement, first paragraph, shall be amended as indicated below:

5. Days of Service and Vacation

The Superintendent shall be required to render two hundred twenty-one days of full and regular services to the District during each full year of this Agreement. Non-duty days shall be scheduled by the Superintendent so as to avoid as much as reasonably possible disruption of her duties. The Superintendent may work a maximum of ~~five (5)~~ ten (10) days in excess of her designated annual work year, when duties require, at her discretion and she shall be compensated at the Superintendent's established per diem salary rate in effect for the current year. Any additional days worked beyond ~~221~~ 231 shall also be compensated at the per diem rate in effect for that current year, but only with the advance agreement of the Board.

D. Section 7 of the Agreement shall be amended as indicated below:

7. Telephone, Mileage, Expenses

The Superintendent shall be reimbursed for all reasonable and necessary expenses incurred in the performance of her official duties.

The District shall provide Superintendent with an appropriate cellular telephone and pay for related costs, including monthly service costs.

Reimbursement for travel expenses outside the District ~~a 50 mile radius~~ shall be in accordance with Board Policy. Mileage shall be reimbursed for travel outside District boundaries in accordance with Board Policy and at the applicable IRS-approved rate.

Any other reasonable expenses incurred by Superintendent on behalf of the District are subject to reimbursement in accordance with Board policy.

For purposes of this Agreement, the District boundaries are defined as the geographic limits of the cities of Fairfield and Vacaville.

E. Section 9 of the Agreement shall be amended by omitting the following paragraph, as indicated below:

9. Continuing Education and Leadership Coaching

~~To assist the Superintendent in her duties, the Board shall provide the Superintendent leadership coaching services provided by a consultant coach agreed upon by the Board and Superintendent. It is the intent of the parties that such services begin as soon as possible after July 1, 2024, and continue through June 30, 2025. As part of the evaluation process, described in section 11 of this Agreement, the Superintendent and consultant coach shall update the Board as to assistance provided, progress made and impact. The Board shall also have the opportunity to provide input and direction relative to the coaching assistance provided.~~

F. Section 11 of the Agreement, last paragraph, shall be amended, as indicated below:

11. Evaluation

If the Board concludes that the Superintendent's performance is unsatisfactory, the Board shall identify specific areas where improvement is required, ~~make written recommendations for improvement,~~ and provide measurable improvement goals and reasonable support necessary to facilitate improvement. The Board shall ~~and~~ notify Superintendent that another evaluation will be conducted within ~~three~~ six (6) months.

G. Section 12 (Termination) of the Agreement shall be amended by adding a new section H, as indicated below:

H. Board Transition Stability. In the event of a regular or special election resulting in the seating of one or more newly elected or appointed Governing Board members, the Superintendent's employment shall be continued for at least ninety (90) calendar days following the date such member(s) assume office. During this ninety (90) day period:

- The Superintendent shall not be terminated without cause.
- Any termination action shall require adherence to the "for cause" provisions of this Agreement.

- This provision is intended to provide leadership continuity and ensure a structured transition period following Board changes.

Except as specifically provided herein, the balance of the parties' Agreement and First Amendment remains unchanged and in effect. This Second Amendment shall be deemed to be incorporated by reference into the Agreement as though fully set forth therein.

IN WITNESS WHEREOF, this second amendment has been executed this 1 day of March, 2026, and approved by the Governing Board at its regular March 3rd, 2026 meeting.

Tiffany Benson, Superintendent

Matt Bidou, Board President

Approved this 3 day of March, 2026, during a regular meeting of the Governing Board of the Travis Unified School District by the following vote:

AYES: Bidou, Da Prato, Schwartz, Wade

NOES: _____

ABSTAIN: _____

ABSENT: Galvan

Matt Bidou, Board President