CABRILLO UNIFIED SCHOOL DISTRICT
EMPLOYMENT AGREEMENT FOR
CHIEF ACADEMIC OFFICER
EDUCATIONAL SERVICES DEPARTMENT

THIS AGREEMENT is entered into this 9th day of October, 2025, by and between the Board of Trustees of the Cabrillo Unified School District, hereinafter referred to as the "Board" or "District", and Israel Castillo, hereinafter referred to as the "Chief Academic Officer".

IT IS HEREBY AGREED BY THE PARTIES AS FOLLOWS:

1. **Term:** The Board hereby agrees to employ the Chief Academic Officer beginning October 10, 2025 and ending June 30, 2028, unless terminated earlier or extended as provided by the terms of this Agreement or as required by law.

2. **Duties:** The Chief Academic Officer shall perform at the highest professional level of competence those duties delineated by the position description and beyond. In the absence of the Superintendent, the Chief Academic Officer shall function as Superintendent-Designee. The Chief Academic Officer will maintain a professional relationship with the Governing Board, the Superintendent, Administrators, Classified Staff, Parents, Teachers, Students, and the Community.

   Prior to the beginning of each school year, the Superintendent and the Chief Academic Officer shall mutually set goals for the year. Goals may be adjusted by mutual consent during the school year. Performance related to these goals will be part of the Chief Academic Officer evaluation.

3. **Compensation:** The District shall pay the Chief Academic Officer an annual base salary in the amount of Two Hundred and Three Thousand, Seven Hundred Twenty-Four Dollars ($203,724). In addition, the District shall pay the Chief Academic Officer an annual Masters' stipend equal to that as provided to other certificated employees. The work year for the Chief Academic Officer shall be 220 days. In the event an adjustment results in an increase or decrease in the length of the work year, or in the event of a mid-year start date, the annual base salary shall be adjusted accordingly. The annual salary shall be payable on the last day of each month in installments of one twelfth (1/12) of the annual salary rate for services rendered during the preceding month.

4. **Fringe Benefits:**

   a. **Health Insurance Benefits:** The Chief Academic Officer will receive the same District medical benefits afforded to all certificated post 2011 hires, up to the Kaiser employee only high plan. Any medical costs exceeding the Kaiser rate will be the responsibility of the Chief Academic Officer.

   b. **Sick Leave:** The Chief Academic Officer shall be provided with one day of sick leave per month, or a maximum of twelve (12) days of sick leave per year.

5. **Work-Related Expenses:** The District shall reimburse the Chief Academic Officer a monthly stipend of $250 for mileage rate for travel while on District business.

6. **Professional Growth:** The District encourages the continuing professional growth of the Chief Academic Officer through activities approved in advance by the Superintendent. The District will pay two membership fees for professional organizations such as Association of California School Administrators annually and the membership of the Chief Academic Officer choice approved by the Superintendent.

7. **Evaluation:** The Superintendent shall evaluate the performance of the Chief Academic Officer in writing. The evaluation shall be based on objective information related to assigned job duties. If the evaluation is partially or wholly unsatisfactory in any respect, the written report shall describe such unsatisfactory performance in reasonable detail. The evaluation shall include recommendations for improvement of all instances that were deemed unsatisfactory.

8. **Termination of Employment:** This Agreement may be terminated prior to the expiration of the contract term as follows:

    a. **Resignation:** The Chief Academic Officer shall notify the Board in writing a minimum of sixty (60) days prior to accepting other employment or resigning from the District. He shall also notify the Board in writing within two (2) days of him becoming aware that he has been selected as a finalist for a full time position with another public or private employer.

    b. Mutual Consent: This Agreement may be terminated at any time by mutual consent of the Board and the Chief Academic Officer.

    c. **Termination for Cause:** The Board may terminate this Agreement for cause. Cause is defined as conduct which is seriously prejudicial to the District, including, but not limited to: (1) unprofessional conduct; (2) unsatisfactory performance; (3) neglect of duty; (4) breach of this Agreement. Should the Board elect to terminate this Contract prior to its expiration, the Board shall notify the Chief Academic Officer in writing with a detailed statement of charges. The Chief Academic Officer will be afforded an opportunity for a hearing, which shall include the right to be represented by counsel and the right to call witnesses. Such hearing shall be conducted before the Board in closed session. If the Board, after considering all evidence presented, decides to terminate this Agreement, it shall provide the Chief Academic Officer with a written decision. The decision of the Board shall be final.

    d. **Dismissal Without Cause:** The Board may dismiss the Chief Academic Officer during the school year without cause upon giving him 30 days written notice. If the Board exercises this option, it will compensate the Chief Academic Officer his regular salary for the remainder of the school year during which he was dismissed. Said payments are to made monthly and will cease on the occasion of him commencing comparable employment if such employment commences before such payments would otherwise be completed.

9. **General Provisions:**

    a. Governing Law and Venue: This Agreement, and the rights and obligations of the parties, shall be governed by and construed in accordance with the laws of the State of California. The Parties also agree that in the event of litigation, venue shall be the proper federal and state court located in San Mateo County, California.
    b. Entire Agreement: This Agreement contains the entire agreement and understanding between the parties. There are no oral understandings, terms, or conditions, and neither party has relied upon any representation, express or implied, not contained in this Agreement.
    c. No Assignment: The Chief Academic Officer may not assign or transfer any rights granted or obligations assumed under this Agreement.
    d. Severability: If any provision of this Agreement is held to be invalid or unenforceable by a court of competent jurisdiction, the remaining provisions of the Agreement shall continue in full force and effect.

IN WITNESS WHEREOF, the parties hereto, or their duly authorized representative, affix their hands.

CHIEF ACADEMIC OFFICER
EDUCATIONAL SERVICES DEPARTMENT

Dated: [redacted]

[redacted]
Israel Castillo

CABRILLO UNIFIED SCHOOL DISTRICT

Dated: [redacted]

[redacted]
Dr. Ramon Miramontes, Superintendent

CABRILLO UNIFIED SCHOOL DISTRICT
AMENDMENT TO EMPLOYMENT AGREEMENT
CHIEF ACADEMIC OFFICER
EDUCATIONAL SERVICES DEPARTMENT

This Amendment to the Employment Agreement ("Amendment") is made and entered into this 12th day of March, 2026, by and between the Cabrillo Unified School District ("District") and Israel Castillo ("Chief Academic Officer").

RECITALS

WHEREAS, the District and the Chief Academic Officer entered into an Employment Agreement dated October 9, 2025 ("Agreement"); and

WHEREAS, management and unrepresented employees do not participate in collective bargaining and, consistent with the District's "me too" practice to ensure parity and equitable treatment, are being considered for the same salary increases granted to members of CUTA and CSEA; and

WHEREAS, the parties desire to amend the Agreement to provide a 2.5% salary increase.

AMENDMENT

1. **Compensation**
   Effective July 1, 2025, the annual base salary set forth in Section 3 of the Agreement shall be increased by two and one-half percent (2.5%). As a result of this increase, the annual base salary shall be Two Hundred Eight Thousand Eight Hundred Seventeen Dollars ($208,817).

   Effective July 1, 2026, the annual base salary set forth in Section 3 of the Agreement shall be increased by three percent (3%). As a result of this increase, the annual base salary shall be Two Hundred Fifteen Thousand Eighty-Two Dollars ($215,082).

   Effective July 1, 2027, the annual base salary set forth in Section 3 of the Agreement shall be increased by four percent (4%). As a result of this increase, the annual base salary shall be Two Hundred Twenty-Three Thousand Six Hundred Eighty-Five Dollars ($223,685).

   Effective January 1, 2028, the annual base salary set forth in Section 3 of the Agreement shall be increased by one percent (1%). As a result of this increase, the annual base salary shall be Two Hundred Twenty-Five Thousand Nine Hundred Twenty-Two Dollars ($225,922).

2. **No Other Changes**
   Except as expressly amended herein, all other terms and conditions of the Employment Agreement shall remain unchanged and in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Amendment as of the date first written above.

C[redacted]NIFIED SCHOOL DISTRICT

Li[redacted]ng Board

Date

CHIEF ACADEMIC OFFICER

[redacted]

Israel Castillo

Date