

**SECOND AMENDMENT TO EMPLOYMENT AGREEMENT FOR
SUPERINTENDENT
BETWEEN
VENTURA UNIFIED SCHOOL DISTRICT
AND
ANTONIO CASTRO, Ed.D.**

WHEREAS, on the 29th day of June, 2022 the Board of Education of the Ventura Unified School District (hereinafter referred to as the "Board") and Antonio Castro (hereinafter referred to as the "Superintendent" or "Castro") collectively referred to as the Parties, entered into an Employment Agreement for Superintendent, hereinafter "the Agreement;"

WHEREAS, on the 27th day of June, 2023 the Board of Education of the Ventura Unified School District and Castro entered into a First Amendment to the Agreement;

WHEREAS, Section 79 of the Agreement provides that "It can be changed or modified only in writing signed by Superintendent and Board President or designee after Board approval;" and

WHEREAS the Board and Superintendent now wish to amend the Agreement;

NOW THEREFORE, the Board and Superintendent hereby agree to amend the Agreement by way of this "Second Amendment to the Employment Agreement for Superintendent" (hereinafter the "Second Amendment") this 26th day of August, as follows:

- (1). Section 1, Term: The District hereby employs the Superintendent for a period beginning on July 1, 2025 through June 30, 2029. (Unless otherwise terminated earlier as set forth in the Employment Agreement executed June 29, 2022.)

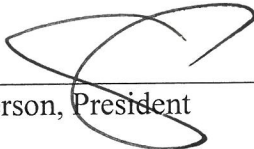
- (2). Section 17, Vacation: The Superintendent shall accrue paid vacation at the rate of 22 days annually, exclusive of the paid holidays provided, by law or policy to 12-month certificated management employees. All vacation must be scheduled in advance and approved by Board President, Superintendent shall use at least 10 days of vacation each year. In the event vacation is not taken during the school year in which it was granted, it may only be accumulated to a total of forty (40) days. Upon accruing forty (40) earned and unused vacation days, Superintendent shall not accrue any further vacation days unless and until the number of accrued days falls below forty (40). In the event of expiration or termination of this Agreement, Superintendent shall be entitled to compensation for unused vacation at the salary rate effective during the last year of the Agreement. However, at the Superintendent's discretion, they may elect to add up to fifteen (15) days of the aforementioned vacation days onto their positive work year calendar as additional work days with the commensurate additional regular compensation thereby

increasing the number of work days in their work calendar beyond the initial 224 days. Any allocation of vacation days to the positive work year calendar will reduce the vacation allocation of twenty-two (22) vacation days in future years. The Superintendent must notify and obtain approval of the Board President on or before June 15, 2026, for any allocation of vacation days to their positive work year calendar. The allocation will be effective the first day of the month after the month the election is approved and made. The ability to exercise the election expires at the end of business on June 15, 2026; and

The Board and Superintendent agree that no other amendments are made to the Agreement. The specific amendments in this Second Amendment and First Amendment constitute the only changes to the Agreement, which together with the Agreement constitute the Parties' full and complete agreement. No other verbal expressions or understandings not specifically set forth in the Agreement, First Amendment or this Second Amendment are considered part of the Parties' agreement.

The Parties hereby enter and accept this Second Amendment to the Employment Agreement for Superintendent of the Ventura Unified School District.

IN WITNESS WHEREOF, the Board of Education of the Ventura Unified School District and the Superintendent approve this Second Amendment this 26th day of August, 2025.

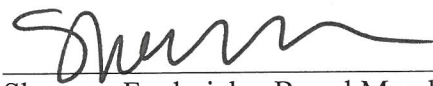


Calvin Peterson, President

James Forsythe, Vice President



Sabrena Rodriguez, Board Member



Shannon Fredericks, Board Member

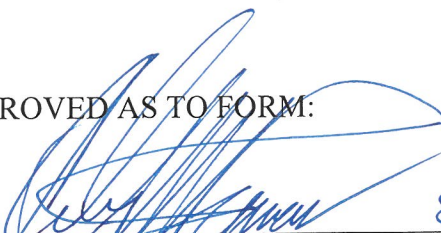
Dr. Jerry Dannenberg, Board Member

DATE: 8/26/25

By: 

Antonio Castro, Ed.D.
Superintendent
Ventura Unified School District

APPROVED AS TO FORM:



Anthony M. Ramos, Esq.
General Counsel
Ventura Unified School District

8/27/25

Date