

**SECOND AMENDMENT TO EMPLOYMENT AGREEMENT FOR ASSISTANT
SUPERINTENDENT, EDUCATIONAL SERVICES
BETWEEN
VENTURA UNIFIED SCHOOL DISTRICT
AND
GREG BAYLESS, Ph.D.**

WHEREAS, on the 9th day of August, 2022 the Board of Education of the Ventura Unified School District (hereinafter referred to as the "Board") and Greg Bayless (hereinafter referred to as the "Assistant Superintendent, Educational Services" or "Bayless") collectively referred to as the Parties, entered into an Employment Agreement for Assistant Superintendent, Educational Services, hereinafter "the Agreement;"

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

WHEREAS, Section 11 of the Agreement provides that "No amendments or waiver of this Agreement or any provisions herein shall be effective unless in writing signed by all parties;" and

WHEREAS the Board and Assistant Superintendent, Educational Services now wish to amend the Agreement and First Amendment to the Agreement;

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

- (1). Section 1, Term: The District hereby employs the Assistant Superintendent, Educational Services for a period beginning on July 1, 2025 through June 30, 2028. (Unless otherwise terminated earlier as set forth in Section 8 "Termination of Employment.")
- (2). Section 4, Work Days/Vacation: The Assistant Superintendent, Educational Services work year shall be 224 days. The Assistant Superintendent, Educational Services shall be required to render twelve (12) months of full and regular service to the District during each school year, except that they shall be entitled to twenty-two (22) days of annual vacation with pay. The Assistant Superintendent, Educational Services shall not carry over more than twenty-nine (29) accrued and unused days of vacation at the end of each contract year during the term of this Agreement. The Superintendent may insist on the Assistant Superintendent, Educational Services taking all or a portion of vacation in the event of excess accumulation. In the event vacation is not taken during the school year in which it is granted, it may only be accumulated to a total of forty (40) days. Upon accruing

forty (40) earned and unused vacation days, Assistant Superintendent, Educational Services 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, Assistant Superintendent, Educational Services shall be entitled to compensation for accrued and unused vacation at the salary rate effective during the last year of the Agreement. However, at the Assistant Superintendent, Educational Services' discretion, they may choose 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 Assistant Superintendent, Educational Services must notify and obtain approval of the Superintendent 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 Assistant Superintendent, Educational Services 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, the 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 Assistant Superintendent, Educational Services of the Ventura Unified School District.

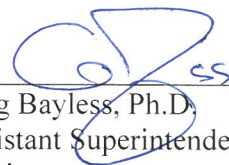
For the Board of Education of the Ventura Unified School District

DATE: 8/26/25

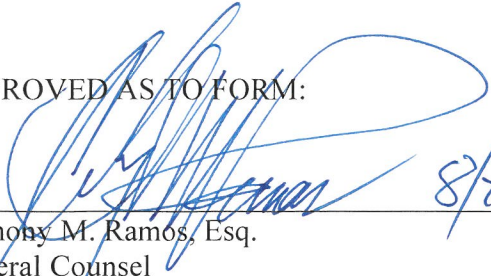
By: 
Antonio Castro, Ed. D., Superintendent
Ventura Unified School District

For Greg Bayless, Assistant Superintendent,
Educational Services

DATE: 8/26/2025

By: 
Greg Bayless, Ph.D.
Assistant Superintendent, Educational
Services
Ventura Unified School District

APPROVED AS TO FORM:



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



Date