

SARATOGA UNION SCHOOL DISTRICT

SEVENTH AMENDMENT TO EMPLOYMENT AGREEMENT FOR SERVICES AS SUPERINTENDENT

The Saratoga Union School District Governing Board ("Board") and Kenneth Geisick ("Superintendent") (collectively the "Parties") agree to amend the "Saratoga Union School District Employment Agreement for District Superintendent ("Employment Agreement") that the Parties entered into on July 25, 2019 with this "Seventh Amendment to Employment Agreement for Services as Superintendent" ("Sixth Amendment"). This Seventh Amendment entirely replaces the "Sixth Amendment to Employment Agreement for Services as Superintendent" ("Fifth Amendment") which was entered into on June 4, 2025.

1. The Parties agree to replace Section 1 of the Employment Agreement ("Term") in its entirety with the following provision:

- 1.1. The term of this Employment Agreement is approximately three (3) years, beginning on July 1, 2026 through June 30, 2029, unless otherwise terminated or extended.

- 1.2. Renewal: Following each annual evaluation of the Superintendent's job performance, if the Board determines that the evaluation is satisfactory, the Board may enter into a new three-year Employment Agreement with the Superintendent to take effect on the next succeeding July 1. A less than satisfactory evaluation shall be determined solely by the Board, and may occur as a result of the evaluation process described in Section 5 of the Employment Agreement or at any time three or more Board members state a failure of continued confidence in the Superintendent.

The determination of the Superintendent's performance and the final decision on an extension of the Employment Agreement shall be determined solely by the Board. Any agreement to enter into a new three-year Employment Agreement pursuant to this paragraph will be subject to approval by the Board at a regular Board meeting as required by law, including but not limited to Government Code sections 3511.2 and 54956.

2. Non-Renewal by Board: If the Board decides not to reelect or reemploy the Superintendent at the expiration of the Employment Agreement, the Board shall notify the Superintendent in writing at least forty-five (45) days before the Employment Agreement expires, as provided for in Section 14.5 of the Employment Agreement and Education Code section 35031.

The Parties agree to replace Section 6 ("Compensation") of the Employment Agreement in its entirety with the following:

6. Salary

6.1 The Superintendent's base salary shall be increased by a 1.25% longevity increase annually, commencing at the start of year eight (8) in addition to any negotiated salary increases. This increase becomes effective on July 1 of each school year and shall be considered creditable compensation for retirement purposes. The Board shall pay the Superintendent an annual salary of \$359,400 for the 2026-2027 school year.

The Superintendent's salary includes compensation for the Superintendent's use of his personal automobile on District business within the County, except as otherwise provided in the Employment Agreement.

6.2 The Board may take action prior to June 30 of each year of this Agreement to provide an annual salary adjustment. Any adjustment in salary made during the term of this agreement must be in the form of a written amendment to this agreement, signed by the Parties and ratified in open session by the Board during a regularly scheduled meeting only, and not a special meeting. The Board President shall summarize the terms and conditions of any adjustment in salary during open session.

6.3 Based on merit, job performance, and other criteria determined by the Board, the Board may provide additional increases for any and all years of the Employment Agreement. Specific Board action is required to approve any salary increase. Any salary increase shall not be considered either as entering into a new agreement or extending the term of the Employment Agreement.

3. Except as specifically modified by this Seventh Amendment, all other provisions of the July 25, 2019 Employment Agreement are unchanged and remain in full force and effect.
4. This Seventh Amendment supersedes any conflicting provisions in the Employment Agreement and any ambiguity between this Seventh Amendment and the Employment Agreement is to be interpreted in accordance with this Amendment.
5. The Employment Agreement, as modified by this Seventh Amendment, constitutes the entire understanding between the Parties hereto, and no addition to, or modification of, any term or provision of the Employment Agreement, as modified by this Seventh Amendment, shall be effective unless set forth in writing and signed by both Parties.
6. This Seventh Amendment is subject to agreement by the Superintendent and approval by the Governing Board at a regular public meeting. The signatures below reflect the required approval by the Parties.

GOVERNING BOARD OF THE SARATOGA UNION SCHOOL DISTRICT,
SANTA CLARA, STATE OF CALIFORNIA:



Superintendent



President, Governing Board

Date:

Date: 6/3/26

Ratified in open session of the Governing Board on the 3rd day of June 2026.