

SEVENTH AMENDMENT
TO THE CONTRACT OF EMPLOYMENT DATED JUNE 29, 2006
BY AND BETWEEN
THE SAN DIEGO COUNTY BOARD OF EDUCATION
AND DR. RANDOLPH E. WARD

At a regular meeting of the San Diego County Board of Education (the "Board"), held on June 12, 2013, the Board took action to amend the following sections of the Contract of Employment (the "Contract"), between the Board and Dr. Randolph E. Ward, County Superintendent of Schools:

2. TERMS OF EMPLOYMENT

The term of this Contract shall be from July 1, 2013 to June 30, 2017.

7. SALARY

7.1 The current salary is \$286,073.04.

7.2 The final evaluation rating will be based on the Board voting satisfactory or unsatisfactory at a Board meeting. Overall performance is determined when the majority of the Board members vote on a satisfactory or unsatisfactory performance rating. Provided the rating is satisfactory, each year, the County Superintendent shall receive a salary increase equal to the rate given to the teachers. For the 2012-2013 school year, the County Superintendent shall receive a 1% increase off schedule retroactive to July 1, 2012.

7.3 Each year, the County Superintendent shall receive a \$25,000 contribution toward purchasing service retirement credit from the California State Teachers Retirement System ("STRS") or toward another qualified retirement income program (using either pre-tax or post-tax dollars). This contribution is in addition to retirement contributions by the County Office on behalf of the County Superintendent which are required by law. The contribution must be made during the year in which the County Superintendent qualifies and is subject to applicable federal and state tax and other laws and regulations. The County Superintendent is responsible for the tax and other financial consequences of the contribution. The County Superintendent shall receive \$25,000 for the 2012-2013 school year.


8. FRINGE BENEFITS

8.1 The County Superintendent shall be entitled to thirty (30) days of vacation exclusive of holidays defined in Sections 17220 and 37221 of the California Education Code, and any additional local holidays granted by the Board to twelve-month (12) management employees. In the event of termination of this Contract, the County Superintendent shall be entitled to compensation for accrued but unused vacation at the current per diem rate. The per diem rate is calculated by dividing the base salary by the work year. The work year is calculated by subtracting vacation days and holidays from total work year days. The Board expects the County Superintendent to use his vacation days in order to reduce job stress. Vacation days may accrue. Accrued but unused vacation may be carried forward into a subsequent year.

All other provisions of the June 29, 2006 Contract of Employment shall remain in full force and effect.

IN WITNESS WHEREOF, we affix our signatures to this Seventh Amendment to the Contract of Employment between the San Diego County Board of Education and Dr. Randolph E. Ward, County Superintendent of Schools, effective June 12, 2013.

FOR THE SAN DIEGO COUNTY BOARD
OF EDUCATION



Sharon C. Jones, President



Randolph E. Ward, Ed.D.

June 12, 2013
DATE

6/12/13
DATE