

**2022 AMENDMENT TO
AGREEMENT FOR SERVICES AS
ASSISTANT SUPERINTENDENT OF EDUCATION SERVICES**

This Amendment ("Amendment") to the fourth amended Agreement ("Agreement") for Services as Assistant Superintendent of Education Services is entered into this 21st day of June, 2022 and between the Board of Trustees of the Berryessa Union School District ("District" or "Board") and Joseph McCreary ("Assistant Superintendent of Education Services") in accordance with section 16 of the Agreement which provides:

16. Amendment

This Agreement may be amended by mutual written consent of the Governing Board and Assistant Superintendent of Education Services.

I. CURRENT AGREEMENT

This Amendment constitutes a written amendment to the Agreement executed by the parties on or about March 10, 2020 which provides in sections 2 and 6 respectively for a term of employment and salary as follows:

2. Term Of Agreement

The term of this fourth amended Agreement shall become effective on July 1, 2019. The Agreement shall end on June 30, 2022, unless otherwise terminated or extended.

Following each annual evaluation of the Assistant Superintendent of Education Services' job performance, the Superintendent may recommend that the Board enter into a new three-year agreement to take effect on the next succeeding July 1. At any time, with the recommendation of the Superintendent, the Board may take additional action to extend this Agreement. Approval by the Board and Assistant Superintendent of Education Services is required for any extension of the term of this Agreement.

If the Board decides not to reelect or reemploy the Assistant Superintendent at the expiration of this Agreement, the Board shall notify the Assistant Superintendent in writing at least 45 days before this Agreement expires as provided in Education Code Section 35031.

6. Salary

Annual Base Salary: The annual base salary of the Assistant Superintendent of Education Services shall be payable in twelve equal monthly payments (with the exception of required retroactive payments for the 2017-2018 year) and shall be as follows:

- **2019-2020 Base Salary:** Effective July 1, 2019, the annual base salary for the 2018-2019 fiscal year shall be one hundred ninety-three thousand, one hundred and sixty-one dollars (\$193,161). This base salary represents an

increase of three and one-half percent (3.5%) over the 2018-2019 base salary, and is the same salary increase as provided to other District certificated employees for the 2019-2020 fiscal year.

- **Other Increases:** Based on merit, job performance, and any other criteria determined by the Superintendent and Board, the Board may provide additional increases in total compensation (including salary, health and welfare benefits, and related compensation and/or benefits), for any and all years of the Agreement. Specific Board action is required to approve any total compensation increase. Any total compensation increase shall not be considered either as entering into a new agreement or extending the term of this Agreement. Any changes in total compensation made during the term of this Agreement shall be made by a written amendment to this Agreement.

Masters & Doctoral Degree Stipends: Two percent (2%) of the base salary will be awarded for a Masters Degree; and three percent (3%) of the base salary will be awarded for a Doctoral Degree. No more than one Masters Degree and one Doctoral Degree shall be counted for this purpose.

Administrative Service Increments: Career administrative service increments will be granted in addition to the base salary amounts as follows:

- Upon completion of 12 years of career administrative services, 2% additional compensation;
- Upon completion of 15 years of career administrative service, 2% additional compensation; and
- Upon completion of 18 years of career administrative service, 2% additional compensation.
- Upon completion of 26 years of career administrative service, 2% additional compensation.

Other Increases: Based on merit, job performance, and any other criteria determined by the Superintendent and Board, the Board may provide additional increases for any and all years of the 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 this Agreement. Any changes in salary made during the term of this Agreement shall be made by a written amendment to this Agreement.

STRS: The District is required to follow the requirements of law and related regulations of the California State Teachers Retirement System (STRS). This Agreement includes no promises or warranties regarding whether any particular item of compensation or service credit will be deemed creditable by STRS.

This Amendment also constitutes a written amendment to section 7 of the Agreement which provides:

7. Health And Welfare Benefits

The Assistant Superintendent of Education Services may participate in medical, dental, and/or vision insurance benefits programs offered by the District pursuant to the applicable program enrollment rules. The maximum District contribution toward the Assistant Superintendent of Education Service's medical, dental and vision benefits premiums shall be the same amount as applicable to other certificated management employees of the District. The Assistant Superintendent of Education Services shall be required to pay all benefits premiums costs above this maximum District contribution level, and may use an IRC Section 125 plan for this purpose.

The District shall also pay the full premium for the District-provided fifty thousand dollar (\$50,000) life insurance policy.

II. 2021 AMENDMENT TO CURRENT AGREEMENT

The 2021 Amendment reformed the term of the Agreement in accordance with section 2 quoted above, modified the salary of the Assistant Superintendent of Education Services in accordance with section 6 and, and amended section 7. Accordingly, the Agreement was amended as follows (**changes are in bold font**):

2. Term of Agreement

The Assistant Superintendent of Education Services having received a satisfactory evaluation by the Superintendent for the 2020-2021 school year, the Board hereby employs and the Assistant Superintendent of Education Services accepts the position of Assistant Superintendent of Education Services for a term of three (3) years, commencing on July 1, 2020, and ending on June 30, 2023.

6. Salary

Annual Base Salary: The annual base salary of the Assistant Superintendent of Education Services shall be payable in twelve equal monthly payments and shall be as follows:

- **2020-2021 Base Salary: Effective July 1, 2020 the annual base salary for the 2020-2021 fiscal year shall be one hundred ninety-three thousand, one hundred and sixty-one dollars (\$193,161).**
- **In addition, the Assistant Superintendent of Education Services shall receive a one-time payment equal to three percent (3%) of the annual base salary set forth in this section.**
- **In addition, in recognition of the performance of work duties during non-work days during the 2020-2021 school year related to COVID-19 investigations, reporting, safety mitigation implementation, and restructuring of school and program operations, the Assistant Superintendent of Education Services shall receive a one-time stipend of fifteen hundred dollars (\$1500). The purpose of this stipend is to compensate for these additional work requirements and activities related to COVID-19 within the scope of job responsibilities.**

7. Health And Welfare Benefits

The Assistant Superintendent of Education Services may participate in medical, dental, and/or vision insurance benefits programs offered by the District pursuant to the applicable program enrollment rules. The maximum District contribution toward the Assistant Superintendent of Education Service's medical, dental and vision benefits premiums shall be the same amount as applicable to other certificated management employees of the District. **Accordingly, the District's contribution to premiums for such plans shall be increased by five percent (5%) effective June 1, 2021.** The Assistant Superintendent of Education Services shall be required to pay all benefits premiums costs above this maximum District contribution level, and may use an IRC Section 125 plan for this purpose.

The District shall also pay the full premium for the District-provided fifty thousand dollar (\$50,000) life insurance policy.

III. 2022 AMENDMENT TO CURRENT AGREEMENT

The purpose of this Amendment is to reform the term of the Agreement in accordance with section II (2) quoted above, modify the salary of the Assistant Superintendent of Education Services in accordance with section 6 and amend section 7 (health and welfare benefits). Accordingly, the Agreement is hereby amended as follows (**changes are in bold font**):

2. Term of Agreement

The Assistant Superintendent of Education Services having received a satisfactory evaluation by the Superintendent for the 2021-2022 school year, the Board hereby employs and the Assistant Superintendent of Education Services accepts the position of Assistant Superintendent of Education Services for a term of three (3) years, commencing on July 1, 2022, and ending on June 30, 2025.

6. Salary

Annual Base Salary: The annual base salary of the Assistant Superintendent of Education Services shall be payable in twelve equal monthly payments and shall be as follows:

A. **2021-2022**

1. Base Salary: Effective **retroactive to July 1, 2021** the annual base salary for the **2021-2022** fiscal year shall be **\$200,877**.
2. **In addition, the Assistant Superintendent of Education Services shall receive a one-time payment equal to three percent (3%) of the annual base salary set forth in this section.**

B. **2022-2023 Base Salary: Effective July 1, 2022 the annual base salary for the 2022-2023**

fiscal year shall be \$210,932.

7. Health And Welfare Benefits

The Assistant Superintendent of Education Services may participate in medical, dental, and/or vision insurance benefits programs offered by the District pursuant to the applicable program enrollment rules. The maximum District contribution toward the Assistant Superintendent of Education Service's medical, dental and vision benefits premiums shall be the same amount as applicable to other certificated management employees of the District. The Assistant Superintendent of Education Services shall be required to pay all benefits premiums costs above this maximum District contribution level, and may use an IRC Section 125 plan for this purpose.

9. Professional Memberships

The District shall contribute up to a maximum of two thousand dollars (**\$2,000**) per school year towards an individual membership for the Assistant Superintendent in ACSA, ASCD, and other organizations pre-approved by the Superintendent.

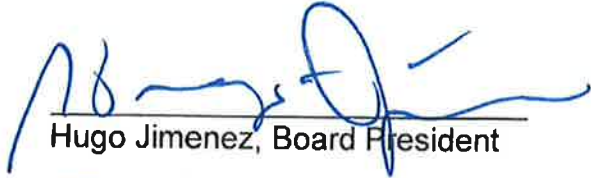
The District shall also pay the full premium for the District-provided fifty thousand dollar (\$50,000) life insurance policy.


Except as specifically set forth in this Amendment, all other provisions of the Agreement remained in full force and effect.

IN WITNESS WHEREOF, we affix our signatures to this Amendment as the full and complete understanding of the rights and obligations of the parties hereto.

Dated: June 21, 2022

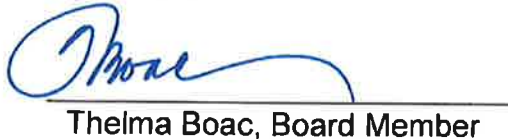
Berryessa Union School District Board
of Trustees


Hugo Jimenez, Board President


Khoa Nguyen, Board Vice President

DocuSigned by:

8F3FE1930703472
Jai Srinivasan, Board Clerk


Thelma Boac, Board Member


Kansen Chu, Board Member

This Amendment was ratified by the Board of Trustees at its Board meeting on June 21, 2022.

I accept this Amended Agreement and agree to comply with the conditions of this Agreement and to fulfill all of the duties of employment of Assistant Superintendent of Education Services for the Berryessa Union School District.

By: 
Joseph McCreary, Ed.D.
Assistant Superintendent
Education Services

Date: 6/23/22

Berryessa Union School District

JUN 21 2022

Board Approved