

**CAPISTRANO UNIFIED SCHOOL DISTRICT**  
**33122 Valle Road**  
**San Juan Capistrano, California**

**AMENDED AND RESTATED CONTRACT FOR EMPLOYMENT OF DEPUTY SUPERINTENDENT  
BUSINESS AND SUPPORT SERVICES**

This Amended and Restated Contract for Employment of Deputy Superintendent, Business and Support Services ("Amendment") is made and entered into May 25, 2016, by and between the Board of Trustees ("Board") of Capistrano Unified School District ("District") in the County of Orange, State of California, and Clark Hampton, Deputy Superintendent, Business and Support Services.

**RECITALS**

**WHEREAS**, the District employed the Deputy Superintendent, Business and Support Services pursuant to a Contract for Employment of Deputy Superintendent, Business and Support Services ("Contract") dated November 12, 2014; and,

**WHEREAS**, the District and the Deputy Superintendent, Business and Support Services desire to amend the Contract.

**NOW, THEREFORE**, the Board offers, and the Deputy Superintendent, Business and Support Services accepts, the following amended Contract ("Amended Contract"):

**1. OFFER AND BOARD ACTION**

**1.1** At the meeting of the Board of Trustees of Capistrano Unified School District held on April 6, 2012, it was voted to employ Clark Hampton as Deputy Superintendent, Business and Support Services, effective May 1, 2012. The term of the Amended Contract shall be from July 1, 2016, to June 30, 2020, subject to the conditions hereinafter set forth.

**2. SALARY**

**2.1** The salary of the Deputy Superintendent, Business and Support Services, effective July 1, 2016, shall be Two Hundred Fifteen Thousand Nine Hundred and Eighteen Dollars (\$215,918.00) per year. Thereafter, the Deputy Superintendent, Business and Support Services' salary shall increase to Two Hundred Twenty Six Thousand Seven Hundred and Fourteen Dollars (\$226,714.00) per year, effective July 1, 2017, and then shall increase to Two Hundred Thirty Eight Thousand and Fifty Dollars (\$238,050.00) per year, effective July 1, 2018 and then shall increase to Two Hundred Forty Nine Thousand Nine Hundred and Fifty Two Dollars (\$249,952.00) per year, effective July 1, 2019. The Deputy Superintendent, Business and Support Services salary shall be payable in equal monthly payments for the length of this Amended Contract and continuing for the remainder of this Amended Contract term with proration for a period of less than a full year of service.

**2.2** A change in salary during the term of the Amended Contract shall not constitute the creation of a new contract or extend the termination date of the Amended Contract.

**2.3** The District agrees to make a onetime discretionary payment on or before June 30, 2016 to the Deputy Superintendent, Business and Support Services in the sum of Seven Thousand Seven Hundred and Ninety-

Three Dollars (\$7,793.00). This onetime discretionary payment to the Deputy Superintendent, Business and Support Services by the District shall not create or constitute an obligation by the District to make the same or any other similar payment to the Deputy Superintendent, Business and Support Services in the future under the Amended Contract.

### **3. ADJUSTMENT OF BENEFITS**

**3.1** The Deputy Superintendent, Business and Support Services, shall receive all incentives and benefits available to other members of the District's certificated and classified management team while serving in this assignment except that the Deputy Superintendent of Business and Support Services' salary shall only be determined by the salary schedule set forth in Paragraph 2.1 of this Amended Contract.

### **4. FRINGE BENEFITS**

**4.1** The Deputy Superintendent, Business and Support Services shall be entitled to receive at least all fringe benefits of employment that are granted to other certificated and classified employees, including, but not limited to, health and welfare and retiree benefits.

### **5. PROFESSIONAL ASSOCIATION DUES/PROFESSIONAL GROWTH**

**5.1** The Board requires that the Deputy Superintendent, Business and Support Services, be a member of the Association of California School Administrators ("ACSA") and the California Association of School Business Officials ("CASBO") and, shall pay the annual membership dues assessed by both organizations. It is understood that participation in professional associations may require that the Deputy Superintendent, Business and Support Services attend regional and state meetings from time to time in his capacity as a member of such organizations. The Deputy Superintendent, Business and Support Services may attend a reasonable amount of meetings, as approved in writing by the Superintendent, within the context of his required workdays in as much as it does not interfere with the duties of his position.

**5.2** The Deputy Superintendent, Business and Support Services shall also be permitted to attend professional growth opportunities as approved in writing by the Superintendent to enhance performance.

### **6. WORK YEAR, VACATION AND SICK LEAVE**

**6.1** The Deputy Superintendent, Business and Support Services, shall be considered a twelve (12) month employee and entitled to twenty four (24) working days of vacation and such holidays as are provided to classified employees of the District. The Deputy Superintendent, Business and Support Services' work year shall be two hundred forty seven (247) days. Sick leave days shall be accrued at the rate of twelve (12) days per year (one day of sick leave for each month of service rendered). Accrued, but unused, sick days shall be carried forward from year to year and transferred as provided by California Education Code and Board Policy.

### **7. POWERS AND DUTIES**

**7.1** The Deputy Superintendent, Business and Support Services, shall be directly responsible to the Superintendent of the Capistrano Unified School District and shall have such powers and duties which may be lawfully delegated and assigned by the Superintendent. The District's job description for the Deputy Superintendent, Business and Support Services, is hereby incorporated by reference.

## **8. SUBJECT LAW**

**8.1** This Amended Contract is subject to all applicable laws of the State of California and lawful rules and regulations of the California State Board of Education and the Board of Trustees of the District. Said laws, rules, and regulations are hereby made a part of the terms and conditions of this Amended Contract as though herein set forth, including, but not limited to, the provisions of Government Code sections 53260 and 53261.

## **9. SENIOR MANAGEMENT DESIGNATION (Ed. Code, § 45100.5)**

**9.1** The position of Deputy Superintendent, Business and Support Services, shall be designated as Senior Management. Senior Management positions are part of classified service and shall be afforded all rights, benefits, and burdens of other classified employees, except that they shall be exempt from all provisions relating to obtaining permanent status. Notice of reassignment or dismissal from a Senior Management position shall be provided in accordance with the provisions of this Amended Contract and with Education Code section 35031.

## **10. PERFORMANCE GOALS AND OBJECTIVES AND EVALUATION**

**10.1** The Superintendent shall evaluate the Deputy Superintendent, Business and Support Services in each year, utilizing the process set forth in Paragraphs 10.2 through 10.9, inclusive.

**10.2** Prior to September 1 of each year, the Superintendent shall meet to establish the Deputy Superintendent, Business and Support Services performance goals and objectives for that school year based on the duties and responsibilities set forth in the Amended Contract, the District job description, and any other criteria chosen by the Superintendent. These goals and objectives shall be reduced into writing.

**10.3** The Deputy Superintendent, Business and Support Services shall also be evaluated annually based upon demonstrated administrative process improvement, responsiveness to administrative requirements, and accountability for the performance of administrative branches under his supervision. Lead and lag measures and/or indicators will be examined in the evaluation of performance and outcomes.

**10.4** Prior to October 1 of each year, the Superintendent shall, in writing, provide the Deputy Superintendent, Business and Support Services with the evaluation instrument that the Superintendent will use to assess the Deputy Superintendent, Business and Support Services' performance based on the goals and objectives established pursuant to Paragraph 10.2 and objectively indicated administrative improvement and measurable outcomes pursuant to Paragraph 10.3. The evaluation instrument shall include an overall job performance rating of "Satisfactory," or "Unsatisfactory."

**10.5** Prior to April 1 of each year, the Deputy Superintendent, Business and Support Services shall remind the Superintendent in writing of the Superintendent's evaluation obligations under the Amended Contract, and the Superintendent and the Deputy Superintendent, Business and Support Services shall

agree on dates for the Deputy Superintendent, Business and Support Services' evaluation and the other steps of the evaluation process as described herein.

**10.6** Prior to June 1 of each year, the Deputy Superintendent, Business and Support Services shall present the Superintendent with a written self-evaluation. The self-evaluation shall mirror the form of the written evaluation instrument.

**10.7** Prior to June 30 of each year, and after receiving the Deputy Superintendent, Business and Support Services' self-evaluation, each of the following shall occur:

- The Superintendent shall complete the evaluation instrument;
- The Superintendent and the Deputy Superintendent, Business and Support Services will meet to evaluate the Deputy Superintendent, Business and Support Services' performance, including the working relationship between the Superintendent and the Deputy Superintendent, Business and Support Services.

**10.8** The evaluation of the Deputy Superintendent, Business and Support Services by the Superintendent will be in writing and placed in a sealed envelope in the Deputy Superintendent, Business and Support Services' personnel file marked as follows: "Confidential. Only to be opened upon authorization of the Superintendent." A copy of the evaluation will be provided to the Deputy Superintendent, Business and Support Services.

**10.9** Failure of the Superintendent to complete the evaluation process does not constitute a material breach of the Amended Contract and shall not result in the amendment or extension of the Amended Contract. Failure of the Superintendent to evaluate the Deputy Superintendent, Business and Support Services shall not preclude the Superintendent or the Board from giving notice of termination or nonrenewal in accordance with Paragraphs 14.1 through 14.6, inclusive.

## **11. PROFESSIONAL ACTIVITIES**

**11.1** With prior written approval of the Superintendent, the Deputy Superintendent, Business and Support Services, may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations. Said outside professional activities may be performed for consideration provided they do not interfere with a conflict with the Deputy Superintendent's performance of his duties under this Amended Contract.

**11.2** If the Deputy Superintendent receives compensation for such speaking engagements, he must use vacation leave to perform outside activities. In no case will the District be responsible for any expenses attendant to the performance of such outside activities.

## **12. REIMBURSEMENT OF BUSINESS EXPENSES**

**12.1** The District shall reimburse the Deputy Superintendent, Business and Support Services, for all reasonable business expenses incurred in connection with District business. Each such expenditure shall be reimbursable only if the Deputy Superintendent furnishes to the District adequate records and other documentary evidence required by the federal and state statutes and regulations issued by the appropriate taxing authorities for the substantiation of each such expenditure. Such expenses include, but are not limited to:

- Attendance of approved regional, state or national conference, workshops or seminars.
- Hearings or meetings which are of benefit to the District.
- Transportation outside the District.

**13. PROVISIONS REQUIRED BY GOVERNMENT CODE SECTIONS 53243, 53243.1, 53243.2, 53243.3, 53243.4 AND 53244**

**13.1** To the extent applicable to the District, this Amended Contract is subject to the provisions of Government Code sections 53243-53243.4 which requires reimbursement by the Deputy Superintendent, Business and Support Services under the circumstances stated therein, as listed below:

**13.1.1** On or after January 1, 2012, any contract executed or renewed between a local agency and an officer or employee of a local agency that provides paid leave salary offered by the local agency to the officer or employee pending an investigation shall require that any salary provided for that purpose be fully reimbursed if the officer or employee is convicted of a crime involving an abuse of his office or position. (Gov. Code, § 53243.)

**13.1.2** On or after January 1, 2012, any contract executed or renewed between a local agency and an officer or employee of a local agency that provides funds for the legal criminal defense of an officer or employee shall require that any funds provided for that purpose be fully reimbursed to the local agency if the officer or employee is convicted of a crime involving an abuse of his office or position. (Gov. Code, § 53243.1.)

**13.1.3** On or after January 1, 2012, any contract of employment between an employee and a local agency employer shall include a provision which provides that, regardless of the term of the contract, if the contract is terminated, any cash settlement related to the termination that an employee may receive from the local agency shall be fully reimbursed to the local agency if the employee is convicted of a crime involving an abuse of his office or position. (Gov. Code, § 53243.2.)

**13.1.4** On or after January 1, 2012, if a local agency provides, in the absence of a contractual obligation, for any of the payments described in this article, then the employee or officer receiving any payments provided for those purposes shall fully reimburse the local agency that provided those payments in the event that the employee or officer is convicted of a crime involving the abuse of his office or position. (Gov. Code, § 53243.3.)

**13.1.5** For purposes of this article, "abuse of office or position" means either of the following:

(a) An abuse of public authority, including, but not limited to, waste, fraud, and violation of the law under color of authority.

(b) A crime against public justice, including, but not limited to, a crime described in Title 5 (commencing with Section 67), Title 6 (commencing with Section 85), or Title 7 (commencing with Section 92) of Part 1 of the Penal Code. (Gov. Code, § 53243.4.)

**13.1.6** (a) A local public officer, as defined in subdivision (b), who is convicted by a state or federal trial court of any felony under state or federal law for conduct arising out of, or in the performance

of, his official duties shall forfeit any contract right or other common law, constitutional, or statutory claim against a local public agency employer to retirement or pension rights or benefits, however those benefits may be characterized, including lost compensation, other than the accrued rights and benefits to which he or she may be entitled under any public retirement system in which he or she is a member. The forfeiture provided by this section shall be in addition to, and independent of, any forfeiture of public retirement system rights and benefits pursuant to Section 7522.70, 7522.72, or 7522.74.

(b) For the purposes of this section, "local public officer" means a person, either elected or appointed, who exercised discretionary, executive authority in his employment.

(c) This section shall apply to any claim filed prior to the effective date of the act enacting this section, and still pending on that date, and any claim commenced after that date.

(d) Upon conviction, a local public officer as described in subdivision (a), and the prosecuting agency shall each notify the public employer who employed the local public officer at the time of the commission of the felony within 60 days of the felony conviction. The operation of this section is not dependent upon the performance of the notification required by this subdivision. (Gov. Code, § 53244.)

#### **14. CONTRACT NON-RENEWAL**

**14.1 Notice:** Should the Board determine that it does not wish to negotiate and execute a new contract at the end of the term of the Amended Contract, the Board shall give written notice of the decision to the Deputy Superintendent, Business and Support Services, at least sixty (60) days prior to the end of the Amended Contract, as required pursuant to Education Code Section 35031. The Parties expressly agree to waive the term of the automatic renewal provision established in Education Code Section 35031. Rather, if the Board fails to provide notice of non-renewal, the Amended Contract shall automatically be renewed on the same terms but only for a period of one year.

**14.2 Deputy Superintendent, Business and Support Services Duty to Notify Board:** Between ninety (90) days and one hundred and twenty (120) days prior to the end of the Amended Contract, the Deputy Superintendent, Business and Support Services shall, in writing, remind each Board member of the Board's obligation to give written notice pursuant to Paragraph 14.1. Failure by the Deputy Superintendent, Business and Support Services to provide notice to the Board shall invalidate the notice requirement under the previous paragraph and shall operate as a waiver of the automatic renewal provision in Education Code Section 35031 and in Paragraph 14.1.

**14.3 Termination for Cause:** Notwithstanding any other provision of the Amended Contract, the Deputy Superintendent, Business and Support Services may be terminated for cause prior to the expiration of the Amended Contract, for any of the following:

- Neglect of Duty;
- Physical or mental inability of the Deputy Superintendent, Business and Support Services to perform his duties;
- Material breach of the Amended Contract;

- The Deputy Superintendent, Business and Support Services is selected as a final candidate for any other position during the term of the Amended Contract and he fails to notify the Board President within five (5) days of his selection as set forth in Paragraph 14.9; or,
- Any other legally permissible reason.

Any other legally permissible reason includes, but is not limited to, conduct that is seriously detrimental to the District. Conduct that is seriously detrimental to the District includes, by way of illustration and not limitation, failure of good behavior, either during or outside of duty hours, which is of such a nature that it causes discredit to the District, unprofessional conduct, or incompetence. The Deputy Superintendent, Business and Support Services acknowledges that he is one of the District's most visible representatives and is required to maintain higher standards of personal conduct than many other employees. In order to represent the District with integrity and high ethical standards, the Deputy Superintendent, Business and Support Services shall avoid professional or personal situations that might reflect negatively on the Deputy Superintendent, Business and Support Services, the District or the Board.

**14.3.1** Prior to terminating the Deputy Superintendent, Business and Support Services for cause, the Board shall give the Deputy Superintendent, Business and Support Services thirty (30) days written notice of its intention to terminate him for cause. Such written notice shall include a statement of the specific acts or omissions which give rise to the proposed action. No action shall be taken on a proposed termination for cause until the Deputy Superintendent, Business and Support Services has had an opportunity to meet with the Board to be heard by way of explanation, defense, or a showing that the specific acts or omissions have been corrected. This opportunity to be heard shall be provided within fifteen (15) calendar days after the Deputy Superintendent, Business and Support Services is served the notice of the Board's intention. This meeting with the Board is not an evidentiary hearing. The Parties are expected to provide each other with a reasonable, complete explanation of their positions and either party may be accompanied by an attorney. The Deputy Superintendent, Business and Support Services' right to meet with the Board shall be exclusive of any right to any other hearing otherwise required by law.

**14.3.2** Any decision to terminate the Deputy Superintendent, Business and Support Services for cause shall be effective upon the date determined by the Board, except that such date shall not be sooner than thirty (30) calendar days after the notice of termination is given to the Deputy Superintendent, Business and Support Services. In the event that the Deputy Superintendent, Business and Support Services is terminated for cause, all rights and obligations of the Parties under the Amended Contract shall be deemed fully satisfied on the effective date of the termination and the Deputy Superintendent, Business and Support Services shall not be entitled to any further benefit under the Amended Contract including, but not limited to, the benefits described in Paragraph 4, inclusive.

**14.3.3** A determination as to whether cause exists to terminate the Deputy Superintendent, Business and Support Services shall always be at the sole discretion of the Board.

**14.4 Termination Without Cause:** Notwithstanding any other provision of the Amended Contract, the Board shall have the sole right to terminate the Deputy Superintendent, Business and Support Services without cause at any time before its normal expiration. If the Board terminates the Deputy Superintendent, Business and Support Services without cause before the normal expiration of the Amended Contract, it shall pay to the Deputy Superintendent, Business and Support Services his base salary and medical/dental/vision and other benefits provided under the Amended Contract in an amount either (i) equal to the monthly salary of the Deputy Superintendent, Business and Support Services multiplied by the number of months left on the unexpired term of the Amended Contract or (ii) equal to the monthly salary of the Deputy Superintendent, Business and Support Services multiplied by eighteen (18), whichever is less.

**14.4.1** The compensation set forth in Paragraph 14.4 shall be the only compensation of any kind which shall be due to the Deputy Superintendent, Business and Support Services if the Deputy Superintendent, Business and Support Services is terminated without cause by the Board.

**14.5 Termination by Mutual Consent:** Notwithstanding any other provision of the Amended Contract, the Board and the Deputy Superintendent, Business and Support Services may, by mutual consent, terminate the Amended Contract before its expiration.

**14.5.1** If the Amended Contract is terminated under Paragraph 14.5, the maximum cash settlement that the Deputy Superintendent, Business and Support Services may receive shall either be (i) an amount equal to the monthly salary of the Deputy Superintendent, Business and Support Services multiplied by the number of months left on the unexpired term of the Amended Contract or (ii) an amount equal to the monthly salary of the Deputy Superintendent, Business and Support Services multiplied by eighteen (18), whichever is less. This paragraph, with the modifications to the rule, is set forth herein because it is required by subdivision (a) of Government Code Section 53260 but the Parties agree that it shall be superseded as set forth herein and by the provisions set forth in Paragraphs 14.3 in the event that the Deputy Superintendent, Business and Support Services is terminated for cause or by the limitations set for in Paragraphs 14.4 in the event that the Deputy Superintendent, Business and Support Services is terminated without cause.

**14.6 Termination by Death:** The Amended Contract shall terminate immediately upon the death of the Deputy Superintendent, Business and Support Services and all rights and obligations of the Parties under the Amended Contract shall be deemed fully satisfied.

**14.7 Liability for Taxes:** Notwithstanding any other provision of the Amended Contract, the District shall not be liable (except in cases of the District errors or omissions) for any state or federal tax consequences to the Deputy Superintendent, Business and Support Services, any designated beneficiary hereunder, or the heirs, administrators, executors, successors, and assigns of the Deputy Superintendent, Business and Support Services. The Deputy Superintendent, Business and Support Services shall assume sole liability for any state or federal tax consequences of the Amended Contract or any related contract and agrees to indemnify and hold the District and the Board harmless from such tax consequences.

**14.8 Deputy Superintendent, Business and Support Services Indemnification:** The District shall include the Deputy Superintendent, Business and Support Services as a named insured in its liability and errors and omissions insurance policies.

**14.8.1** The District shall, to the full extent permitted by law, defend, hold harmless, and indemnify the Deputy Superintendent, Business and Support Services from any and all demands, claims, suits, actions, and legal proceedings brought against him in his personal capacity or in his official capacity as an agent and/or employee of the District, provided that the incident arose while the Deputy Superintendent, Business and Support Services was acting on matters related to his employment with the District.

**14.8.2** In no event will any individual Board member be personally liable for indemnifying the Deputy Superintendent, Business and Support Services.

**14.9 Deputy Superintendent, Business and Support Services Notice of Termination or Prospective Employment:** The Deputy Superintendent, Business and Support Services may terminate this Amended Contract by providing the District with written notice of intent to terminate. This notice shall be provided not less than sixty (60) calendar days prior to termination. The Deputy Superintendent, Business and Support Services and the District may agree in writing to a termination notice of less than sixty (60) calendar days. The Deputy Superintendent, Business and Support Services shall notify the District within five (5) days in the event he is selected as a final candidate for other employment.

## **15. GENERAL PROVISIONS**

**15.1 Full and Complete Contract:** The Amended Contract is the full and complete contract between the Parties. It can be changed or modified only in writing signed by the Deputy Superintendent, Business and Support Services and the Board President or designee after Board approval.

**15.2 Entire Contract:** The Amended Contract contains the entire understanding between the Parties. There are no oral understandings, terms, or conditions, and neither party has relied upon any representation, express or implied, not contained in the Amended Contract. The Amended Contract is intended by the Parties to be the sole instrument governing the relationship between the Parties unless a provision of law, now or hereinafter enacted, is specifically applicable to the Amended Contract or to the relationship between the Board and the Deputy Superintendent, Business and Support Services.

**15.3 Applicable Laws:** Except as modified pursuant to Paragraphs 14.1, 14.2 and 14.5.1 or by another express term of the Amended Contract, the Amended Contract is subject to all applicable laws of the State of California, the rules and regulations of the State Board of Education, and Board rules, regulations, and policies. These laws, rules, regulations, and policies referenced herein are a part of the terms and conditions of the Amended Contract as though fully set forth herein.

**15.4 Construction:** The Amended Contract will be liberally construed to effectuate the intention of the Parties with respect to the transaction described herein. In determining the meaning of, or resolving any ambiguity with respect to, any word, phrase or provision of the Amended Contract, it is understood and agreed that the Parties have participated equally or have had equal opportunity to participate in the drafting hereof and no such contract term shall be construed or resolved against either party based on any rule of construction.

**15.5 Delivery of Notices:** All notices permitted or required under the Amended Contract shall be given to the Deputy Superintendent, Business and Support Services at the following two addresses: (1) 33122 Valle Road, San Juan Capistrano, California 92675; and (2) the home address of Deputy Superintendent, Business and Support Services, on file at the District's personnel office.

**15.5.1** Such notices shall be deemed received when personally delivered or when deposited in the U.S. Mail. However, actual notice shall be deemed adequate notice on the date actual notice occurred, regardless of the method of service.

**15.6 Headings:** The headings of sections of the Amended Contract have been inserted for convenience of reference only and shall not affect the interpretation of any of the provisions of the Amended Contract.

**15.7 Attorney's Fees:** In the event of any action or proceeding to enforce or construe any of the provisions of the Amended Contract, the Deputy Superintendent, Business and Support Services and the Board shall each bear the cost of their own attorney's fees and costs regardless of the outcome of the action or proceeding.

**15.8 Severability:** If any portion of the Amended Contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of the Amended Contract.

**15.9 Governing Law and Venue:** The Amended Contract, and the rights and obligations of the Parties, shall be governed by and construed in accordance with the laws of the State of California. The Parties also agree that in the event of litigation, venue shall be the proper state or federal court serving Orange County, State of California.

**15.10 No Assignment:** The Deputy Superintendent, Business and Support Services may not assign or transfer any rights granted or obligations assumed in the Amended Contract.

**15.11 Conflict with Board Policies:** In the event of a conflict between the terms of the Amended Contract, or any amendments thereto, and the terms of Board-adopted policies, the terms of the Amended Contract shall prevail.

**IN WITNESS,** we affix our signatures to the Amended Contract as the full and complete understanding of the relationships between the parties.

On Behalf of the GOVERNING BOARD OF THE CAPISTRANO UNIFIED SCHOOL DISTRICT:

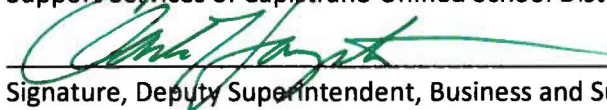


Signature, Amy Hanacek, President Board of Trustees

5/31/16

Date

I, Clark Hampton accept the Board's offer of revised terms of employment and agree to comply with the Amended Contract and fulfill all of the duties required herein as the Deputy Superintendent, Business and Support Services of Capistrano Unified School District.



Signature, Deputy Superintendent, Business and Support Services

5/31/2016

Date