

West Sonoma County Union High School District

ADMINISTRATIVE EMPLOYMENT CONTRACT
PRINCIPAL CONTRACT

This agreement is made this 27th day of May, 2016, by and between the Governing Board of the West Sonoma County Union High School District (“District”) and **RAUL GUERRERO** (“Principal”).

TERM:

The District hereby employs the Principal for a period of one (1) year, beginning July 1, 2016 and terminating on June 30, 2017, subject to the terms and conditions set forth below. (Reference Education Code 44929.20)

SALARY:

For the period of this agreement the Principal’s salary shall be at Step 3 of the Management Salary Schedule, an annual bilingual stipend in the amount of \$3,689, an annual stipend for Masters Degree in the amount of \$1,000 and longevity payments as appropriate. Salary will be payable in twelve (12) monthly payments.

Upon a satisfactory job evaluation, the Board reserves the right to increase the salary for any year of this contract. A change in salary shall not constitute the creation of a new contract, nor extend the termination date of this agreement.

FRINGE BENEFITS:

The Principal shall be entitled to receive District paid health, dental, and vision benefits as provided under Board Policy 4354, capped at the Kaiser composite rate.

The District shall reimburse the Principal for actual and necessary expenses incurred by him within the scope of his employment per Board Policy. Additionally, the district will provide an annual membership to the Sebastopol Rotary Club and a mileage allowance of \$100.00 per month.

SICK LEAVE:

The Principal shall be allocated twelve (12) days of sick leave annually. It is understood that the Principal may transfer accumulated sick leave from his former certificated employment as authorized by Education Code 44982.

WORK YEAR:

The Principal shall be required to render 220 days of full and regular service to the District during each annual period covered by this agreement. These days are exclusive of all federal, state or local holidays.

DUTIES:

The Principal is employed as a district Principal and shall perform the duties of school Principal at the site assigned by the Board as prescribed by the laws of the State of California. The Principal is directly responsible to the Superintendent. Specifically, the District expects its Principal to:

- Be a proactive, visible ambassador of public education and the mission of the District that distinguishes the West Sonoma County Union High School District.
- Be openly supportive of the Board of Education, District leadership and administrative colleagues.
- Serve as a source of consensus building, resolve conflict and disagreement between staff, students, and parents.
- Exhibit a deep caring for all youth, ensure that students of all backgrounds and abilities have a full unbiased opportunity to study and grow in our schools.
- Work to maintain and nurture an effective, timely system of communication within the schools and District.
- Be fully supportive of District policy, procedures and regulations in relationships with staff and community, school practices, and decision making process.
- Be a model of the highest standards of honesty, integrity and dedication of education.

EVALUATION:

The Superintendent may evaluate and discuss the performance with the Principal and/or Board at any time during the term of this agreement. If the Superintendent determines that the performance of the Principal is unsatisfactory, the Superintendent shall communicate his/her evaluation to the Principal. A copy of the evaluation shall be placed in the Principal's personnel file. The Principal shall have ten (10) days from receipt of the evaluation to respond in writing to the evaluation.

GENERAL PROVISIONS

1. GOVERNING LAW AND VENUE:

This agreement, 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 located in Sonoma County, California.

2. ENTIRE AGREEMENT:

This agreement contains the entire agreement and understandings between the parties. There are no oral understandings, terms or conditions, and neither party has relied upon any representation, expressed or implied, not contained in this agreement.

3. NO ASSIGNMENT:

The Principal may not assign or transfer any rights granted or obligations assumed under this agreement.

4. MODIFICATION:

This agreement cannot be changed or supplemented orally. It may be modified or superseded only by a written instrument executed by both of the parties.

5. **SEVERABILITY:**

If any provisions of this agreement are held to be invalid or unenforceable by a court of competent jurisdiction, the remaining provisions of the agreement shall continue in full force and effect.

6. **TERMINATION PRIOR TO END OF CONTRACT TERM:**

If the Board elects to terminate the Employment Agreement without cause, the District will compensate the Principal for the salary which otherwise would have been due to the Principal through the end of the contract, and will continue District payment of 50% of the health and welfare benefits through the period lasting two (2) months beyond the end of the contract year.

7. **TERMINATION UPON BREACH OF CONTRACT:**

If, during the term of this contract, the Principal commits a material breach of contract or engages in any conduct set forth in Education Code Section 44932, the District may terminate the contract. Prior to termination, the District shall give written notice of the grounds for termination and an opportunity to be heard before the Governing Board in closed session.

8. **TERMINATION BY NON REELECTION:**

The Board may elect to non reelect the Principal by notice given no later than March 15 of the final year of this contract.

9. **RETREAT RIGHTS:**

In the event of termination of the administrative assignment as Principal, any retreat rights to a classroom assignment shall be made available, pursuant to Education Code Sections 44893, 44894, 44895, 44897 and 44956.5 as applicable.

Signature of Raul Guerrero
Analay High School Principal

Date _____

Signature of Steven Kellner
District Superintendent

Date _____