

**SANTA PAULA UNIFIED SCHOOL DISTRICT**

**EMPLOYMENT AGREEMENT**

**JEFF WEINSTEIN**

This Agreement is made by and between the Santa Paula Unified School District ("District"), located in the County of Ventura, State of California, acting through its Board of Education ("Board"), and Jeff Weinstein ("Superintendent"), and is made with reference to the following facts:

**RECITALS**

It is the mutual desire of the Board and the Superintendent to establish a working relationship based on a spirit of cooperation and teamwork, which recognizes the Board's responsibility for the formation and adoption of policies, and the Superintendent's responsibility for the administration of the school system as delegated by the Board.

**NOW, THEREFORE, IT IS AGREED BETWEEN THE PARTIES AS FOLLOWS:**

1. **Term:**

The term of employment of the Superintendent pursuant to this Agreement shall be for two (2) years, commencing on July 1, 2021, and continuing thereafter to June 30, 2023, unless earlier terminated or extended as provided in this Agreement. Should the Superintendent receive an evaluation with a rating of "satisfactory" or better, the Board shall place on the next regularly scheduled Board meeting a discussion of the extension of this Agreement for an additional year so long as the term of the Agreement does not exceed two (2) years. If the evaluation rating is "Needs Improvement" or "Unsatisfactory," then the term of the Agreement shall remain unchanged.

Should the Board fail to evaluate the Superintendent pursuant to Section 13, then the Board shall also place a discussion of the extension of this Agreement for an additional year on the agenda for a meeting before June 15th of the then current Agreement year.

2. **Duties:**

The Superintendent shall serve as chief executive officer, secretary of the Board, and as chief administrative officer of the District, and shall be delegated all powers and duties necessary for efficient management and administration of the District to the full extent permitted by law and shall have primary responsibility for execution of Board policy. The Superintendent shall serve as an ex officio member of all Board committees and provide administrative recommendations on each item of business considered by each of these groups. In addition, the Superintendent will perform such further duties as shall be assigned or required of him by the Board; provided, however, such additional duties shall be in character and consistent with the position of Superintendent of Schools. These duties shall include, but not be limited to:

- a. Organize, reorganize, and arrange administrative and supervisory staff which, in his judgment, best serves the District, subject to Board approval.
- b. Select personnel for employment and assignment, subject to Board approval.
- c. Recommend placement and transfer of personnel to the Board.
- d. Study all criticism, complaints and suggestions referred to the Superintendent by the Board and make appropriate recommendations to the Board.
- e. Represent the interests of the Board and the District in day-to-day contact with parents, other citizens, community, and governmental agencies.
- f. Provide leadership, guidelines, and directions to ensure that policies related to curriculum, instruction, pupil personnel services, personnel, budget, and business affairs are carried out.
- g. Report to the Board information regarding student learning.
- h. Evaluate employees directly accountable to the Superintendent and oversee the evaluation of other employees as defined by California law and Board Policy.
- i. Establish and maintain effective relationships with city and county agencies.
- j. Establish and maintain an effective community relations program, including effective relationships with the media.
- k. Communicate openly, systematically, and in a timely manner to the Board, staff, and the community, and promptly inform the Board of critical issues or incidents.
- l. Provide educational leadership to ensure quality teaching and learning.
- m. Perform other duties and functions as assigned or required by the Board.

The Superintendent shall execute all powers and duties described herein in accordance with the policies adopted by the Board and the rules and regulations of the State Board of Education.

### 3. **Salary:**

- a. **Base Salary.** Commencing on July 1, 2021, for the 2021-2022 school year, the Superintendent shall be paid TWO HUNDRED AND TWENTY THOUSAND DOLLARS (\$220,000.00) annually as a base salary. Base salary shall be payable in twelve (12) approximately equal monthly installments per year.

- b. **Salary Increase**. Commencing with the 2022-2023 fiscal year, the Superintendent's salary shall be increased by any generally applied compensation increase provided to members of the certificated management team within the District upon Board action at a regular scheduled Board meeting.
  - c. **Salary Increases by Mutual Consent**. The Superintendent's salary is subject to ongoing negotiations with the Board. Accordingly, the Board reserves the right to increase the Superintendent's salary by any generally applied compensation provided to members of the certificated management team. The Board may do so at any time during the term of this Agreement so long as such increase is approved by the Board in open session at a regular meeting of the Board. Any change in salary shall not extend the term of this Agreement nor shall it constitute the creation of a new Agreement. The Governing Board shall review the Superintendent's salary as part of the annual performance evaluation process.
  - d. **Salary Decreases by Mutual Consent**. The Board reserves the right to decrease the Superintendent's annual salary provided that the annual salary shall not decrease unless the salary rate of the majority of other certificated management employees has been adjusted downward, in which event the Board shall have the right to adjust the Superintendent's salary downward in a like or equal percentage with mutual consent of the Superintendent. Should the Board exercise this right, no such decrease shall be made retroactively.
  - e. **Effective Date**. Salary increases shall be effective on any date ordered by the Board in accordance with Education Code section 35032. The Superintendent's salary is understood to be "indefinite or uncertain;" therefore, the Board reserves the right to grant the Superintendent retroactive salary increases notwithstanding anything in the California Constitution that might be interpreted to the contrary.
  - f. **Doctoral Stipend**. The Superintendent shall be entitled to receive a doctoral stipend on the same terms as such is provided to other certificated management employees.
4. **Health and Welfare Benefits:**
- a. The Superintendent shall be entitled to all health and welfare benefits applicable to twelve (12) month certificated management employees as are incident to their employment relationship with the District, including major medical, dental, vision, and life insurance on the same terms and conditions, and subject to the same limitations, as those benefits, plans, providers and other terms and conditions may change from time to time. The Superintendent's payment of premiums shall be done through payroll deduction in the same manner applicable to other certificated management employees.
  - b. The Superintendent may choose to obtain his health and related insurance benefits from another source. If the Superintendent makes this election, the District will contribute an amount equal to the District's annual contribution for health and welfare benefits provided to certificated management employees, as such contribution may change from time to time, into to a tax-sheltered annuity pursuant to Section 9 of this Agreement. The Superintendent

must make this election on an annual basis in the manner and at such time as may be reasonably required by the District and/or as required by law.

5. **Sick Leave:**

The Superintendent shall accrue sick leave in accordance with Education Code section 44978.

6. **Automobile Usage:**

The District shall provide no automobile allowance and the Superintendent is expected to utilize his own personal vehicle in the performance of the duties of the position for miles driven within Ventura County. The Superintendent shall be entitled to receive a monthly automobile allowance of \$400.00 dollars (\$400.00) per month for the acquisition, use, maintenance, and insurance of an automobile while on District business within the county. The Superintendent shall be solely responsible for all expenses to use, maintain, operate and insure the automobile. The Superintendent's receipt of this automobile allowance shall be in lieu of his entitlement to in-district mileage reimbursement. As required by applicable law, business-related use of the Superintendent's automobile outside of Ventura County will be reimbursed at the current IRS mileage rate. The Superintendent agrees to maintain in force at all times during the term of this Agreement a policy or policies of insurance providing coverage for liability against bodily injury with limits of not less than three hundred thousand dollars (\$300,000.00) per person, five hundred thousand dollars (\$500,000.00) per occurrence, and coverage for property damage of not less than one hundred thousand dollars (\$100,000.00) for each accident.

7. **Professional Meetings:**

The Superintendent shall attend appropriate professional and civic meetings at local, state, and national levels. The District shall reimburse the Superintendent for all actual and necessary expenses incurred by the Superintendent while performing his duties and obligations as the Superintendent. Prior approval of the Board shall be obtained whenever expenses for attendance at out-of-state meetings are to be paid by the District. All requests for reimbursements must be accompanied by supporting receipts or vouchers.

The Board shall pay for membership fees for the Superintendent in two state professional organizations: 1) ACSA and 2) CALSA, and one local service organization. The Board may approve a change of these professional service organizations as requested by the Superintendent.

8. **Expense Reimbursement:**

The District shall reimburse the Superintendent for actual and necessary expenses incurred by the Superintendent within the course and scope of the Superintendent's employment so long as such expenses have not been paid for with a District provided credit card, as follows:

- a. In-state conference fees;

- b. Hotels;
- c. Air travel;
- d. Auto rentals, cab, or shuttle fares for out-of-county travel; and
- e. Per diem/meal expenses at the same rate provided to other employees of the District.

For all reimbursements and all credit card expenses, the Superintendent shall submit expense claims in writing with appropriate supporting documentation (e.g., receipts, registration forms, hotel folios, maps reflecting mileage). For expense reimbursement not authorized by this Agreement, the Superintendent may seek approval from the Board. The Superintendent knowingly and voluntarily waives the Superintendent's right to expense reimbursement as provided under Education Code section 44032 and other applicable provisions of law.

In addition to reimbursable expenses set forth above, the Superintendent shall be provided with a reimbursement allowance of One Hundred Fifty Dollars (\$150) monthly to defray incidental expenses incurred by the Superintendent in promoting and encouraging positive public and community relations. For all reimbursements of allowance expenditures, the Superintendent shall submit expense claims in writing with appropriate supporting documentation.

9. **Tax Deferred Compensation Plan:**

The District agrees to provide the Superintendent with the ability to use both an IRS Section 403(b) plan and an IRS Section 125 plan to the extent that such plans are made available to other certificated management employees. The Superintendent may have monies withheld from his salary for the purpose of participating in the plan as he may choose. Further, in the event the Superintendent elects to decline District health and welfare benefits pursuant to Section 4(b), the District will contribute an amount equal to the District's annual contribution for health and welfare benefits provided to certificated management employees, as such contribution may change from time to time, into the plan. All employee and employer contributions to such plan(s) shall conform to all requirements of federal and state law.

10. **District Technology Devices:**

The District shall provide to the Superintendent, upon the Superintendent's request, a District-owned laptop computer, tablet or other wireless email device and a smart phone (each a "Technology Device") and shall pay all costs associated with the use and maintenance of all Technology Devices. The Superintendent shall use all Technology Devices in accordance with all the District policies and all legal requirements. All Technology Devices provided by the District are the property of the District and the District shall have the sole right to control access to, and use of, Technology Devices through its policies and law. The Superintendent may use the Technology Devices for personal use only in a manner consistent with those policies. The Superintendent agrees to sign all technology use agreements or other forms that are required of other District employees.

Notwithstanding any District policy to the contrary, the Superintendent agrees to conduct all District business, whether by email, text or otherwise, on a District Technology Device or, if the Superintendent conducts District business on a private device, all business-related communication shall be conducted through a District account, or forwarded to a District account, so that all records related to the District's business shall be available to the District irrespective of the form of communication.

11. **Work Year:**

- a. **Regular Workdays.** The Superintendent shall be required to render two hundred twenty-four (224) days of full and regular service to the District during each annual period covered by this Agreement.
- b. **Additional Workdays.** As authorized by the Board, the Superintendent may be required to perform additional days of service beyond his regular work year not to exceed ten (10) days, payable at his then current daily rate of pay.
- c. **Vacation.** The Superintendent shall not be entitled to vacation.

12. **Outside Professional Activities:**

The Superintendent shall provide exclusive professional services to the District during the period of time such services are to be rendered to the District, except as otherwise provided by law. Notwithstanding this provision, the Superintendent may undertake consultative professional work, engage in speaking, writing, lecturing, or other professional undertakings, either with or without compensation, provided such activities do not, in the exclusive judgment of the Governing Board, interfere with or conflict with the Superintendent's performance of his duties under this Agreement. The Superintendent may retain any income which may be derived therefrom. Any such activities which are productive of income to the Superintendent shall be done on his own time and shall not be done during his regular working hours for the District under this Agreement.

13. **Performance Evaluation and Appraisal:**

The Board shall fully evaluate and assess, in writing, the performance of the Superintendent at least once a year, with a mid-year informal progress assessment to be discussed in closed session. The mid-year progress assessment shall occur on or before January 31st of each year. The Superintendent agrees to provide the Board with at least one month's prior written notice of this deadline.

The final evaluation shall be completed between May 15th and June 15th of each year. The Superintendent agrees to provide the Board with at least one month's prior written notice of this deadline. To assist the Board, at least one week prior to such meeting, the Superintendent shall provide the Board a written self-appraisal of his performance and accomplishments by May 1st.

The Board shall issue one of the following overall evaluation ratings: "Above Satisfactory", "Satisfactory", "Needs Improvement" or "Unsatisfactory." This final evaluation and assessment shall be based on a performance review of the duties contained in the Superintendent's job description, the Superintendent's goals and objectives jointly determined by the Superintendent and Board, and the working relationship between the Superintendent and Board.

At the conclusion of each year's final evaluation, the Board shall state, in writing, on the Superintendent's evaluation form, the Superintendent's final summary evaluation rating so that a clear decision is made for consideration of an extension of the Agreement pursuant to Section 1.

By June 30th of each year, the Superintendent shall present to the Board for consideration, review, and revision his proposed annual goals, objectives, and evaluation criteria for the upcoming evaluation period of July 1 through June 30. The Board shall devote at least one meeting thereafter, for collaborative discussion with the Superintendent to finalize the goals and objectives for that year's evaluation. The final goals, objectives and evaluation instrument shall be reduced to writing not later than 30 days after said meeting.

The Board shall provide the Superintendent with periodic opportunities to discuss Board-Superintendent relationship, and the effectiveness of the Superintendent's leadership.

14. **Hold Harmless Clause:**

The District shall defend and indemnify the Superintendent to the extent required by Government Code sections 825 and 995 and other applicable provisions of law. Thus, the District agrees that it shall defend and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in his individual capacity, or in his official capacity as agent and employee of the District, provided the incident arose while the Superintendent was acting within the course and scope of his employment and excluding criminal litigation. In no case will individual Board members be considered personally liable to indemnify the Superintendent against such demands, claims, suits, actions, and legal proceedings. Professional liability and errors and omissions insurance coverage, with limits of at least \$1,000,000 per occurrence, shall be provided the Superintendent by the District.

Upon separation from the District or retirement from the District, the Superintendent will continue to be indemnified, to the extent required by applicable law, for any actions taken against him related to his position as the Superintendent.

15. **Medical Examination:**

The Superintendent agrees to have an annual medical examination by a physician of his choice unless otherwise authorized or directed by the Governing Board. A statement regarding the Superintendent's physical ability to perform the Superintendent's regular duties shall be obtained from the physician and provided to the Board no later than March 15th of each year

and the Board shall keep confidential the information therein. The Superintendent shall submit all costs associated with this examination to the Superintendent's insurance carrier. All non-insured costs shall be borne by the District. Nothing herein shall be deemed to waive the physician/patient privilege which Superintendent shall have with any physician with whom Superintendent consults for the purposes of this paragraph and this Agreement.

16. **Notice of Alternative Employment:**

Should the Superintendent voluntarily seek employment elsewhere during the term of this Agreement, he shall notify the Governing Board. In addition, the Superintendent shall notify the Board in writing if the Superintendent becomes a finalist for employment outside the District. Failure to follow the procedures set forth in the paragraph above shall be deemed to constitute a material breach of this Agreement by the Superintendent, and the Board may terminate this Agreement for cause in accordance with section 17(d) below.

17. **Termination of Agreement:**

- a. **Mutual Consent.** This Agreement may be terminated at any time by mutual written consent of the Board and the Superintendent.
- b. **Resignation.** The Superintendent may resign and terminate this Agreement only by providing the Board with at least forty-five (45) calendar days advance written notice unless the Parties agree otherwise.
- c. **Non-Renewal of Agreement by the District.** The Board may elect not to renew this Agreement upon its expiration by providing written notice to the Superintendent in accordance with Education Code section 35031 (currently forty-five (45) calendar days prior notice), or other applicable provisions of law. The Superintendent shall inform the Board President of this notice requirement at least ninety (90) calendar days in advance of expiration of this Agreement. Superintendent expressly waives the provisions contained in Education Code section 35031. Accordingly, notwithstanding anything to the contrary in Education Code section 35031 or other applicable provisions of law, the Parties agree that, if the Board fails to reelect or reemploy the Superintendent and a written notice of non-renewal is not timely provided, this Agreement shall be renewed only for one (1) additional fiscal year under the same terms and conditions that existed in the fiscal year immediately prior to the renewal.
- d. **Termination for Cause.** The Board may terminate the Superintendent for: (1) breach of this Agreement; (2) unsatisfactory performance; (3) refusal or failure to act in accordance with a specific provision of this Agreement or a lawful directive or order of the Board; (4) misconduct or dishonest behavior with regard to the Superintendent's employment; (5) conviction of a crime involving dishonesty, breach of trust, physical or emotional harm to any person; or (6) any act causing the suspension or revocation of any credential held by the Superintendent.



The Board shall meet with the Superintendent and shall submit a written statement of the grounds for termination and copies of written documents the Board reasonably believes supports the termination.

If the Superintendent disputes the charges, the Superintendent shall then be entitled to a conference before the Board in closed session. The Superintendent and the Board shall each have the right to be represented by counsel at their own expense. The Superintendent shall have a reasonable opportunity to respond to all matters raised in the charges and to submit any written documents the Superintendent believes are relevant to the charges. The conference with the Board shall not be an evidentiary hearing and neither party shall have the opportunity to call witnesses. The conference with the Board shall be the Superintendent's exclusive right to any hearing otherwise required by law. If the Board, after considering all information presented, decides to terminate this Agreement, it shall provide the Superintendent with a written decision. The decision of the Board shall be final.

- e. **Termination without Cause.** The Board may, for any reason, without cause or a hearing, terminate this Agreement at any time upon forty-five (45) calendar day's prior written notice to the Superintendent. During this forty-five (45) day period, the Board shall endeavor to discuss the Board-Superintendent employment relationship with the Superintendent. In consideration for the exercise of this right to terminate without cause, the District shall pay as severance to the Superintendent from the date of termination until the expiration of this Agreement or for a period of twelve (12) months, whichever is less, a sum equal to the Superintendent's base salary at the rate in effect during the Superintendent's last month of service. In addition, so long as permitted by the District's health benefit provider, the District shall continue to provide the Superintendent with health benefits on the same terms and conditions as existed prior to termination until the expiration of this Agreement, or for a period of twelve (12) months, or until the Superintendent obtains other employment that provides health benefits, whichever is less.

Any such termination shall be in writing, shall specify the effective date of the termination, and shall terminate all of the Superintendent's employment rights and entitlements with the District.

For purposes of this Agreement, the term "salary" shall include only the Superintendent's regular monthly base salary and shall not include the value of any other stipends, allowances, reimbursements, or benefits received under this Agreement. All payments made pursuant to this termination without cause provision shall be subject to applicable payroll deductions and shall be treated as compensation for state and federal tax purposes.

- f. **Termination for Unlawful Fiscal Practices.** Notwithstanding any other provision of this Agreement to the contrary, if the Board believes, and subsequently confirms through an independent audit, that the Superintendent has engaged in fraud, misappropriation of funds, or other illegal fiscal practices, then the Board may immediately terminate the Superintendent solely upon written notice to the Superintendent and the Superintendent shall not be entitled to any compensation of any nature, whether as cash, salary payments,

or other non-cash settlement as set forth above. This provision is intended to implement the requirements of Government Code section 53260(b).

- g. **Death**. Death of the Superintendent terminates the Agreement immediately. In such event, all salary, and other monetary amounts due to the Superintendent at the time of death, if any, shall be paid to the Superintendent's estate unless otherwise declared in writing by the Superintendent.
- h. **Disability**. If the Superintendent is disabled and unable to perform the essential functions of the position, with or without reasonable accommodation, this Agreement may be terminated by the Board as provided by law.

18. **Tax Liability**:

Notwithstanding any other provision of this Agreement, the District shall not be liable for any state/federal tax consequences to the Superintendent, any designated beneficiary, heirs, administrators, executors, successors or assigns of the Superintendent. The Superintendent shall assume sole responsibility and liability for all state or federal tax consequences of this Agreement and all related payroll consequences, including, but not limited to, all tax consequences stemming from any payments made to the Superintendent as a result of the termination without cause provision of this Agreement, expense reimbursements, and payments for insurance.

19. **Abuse of Office Provisions**:

In accordance with Government Code section 53243, et seq., and as a separate contractual obligation, should the Superintendent receive a paid leave of absence or cash settlement if this Agreement is terminated with or without cause, such paid leave or cash settlement shall be fully reimbursed to the District by the Superintendent if the Superintendent is convicted of a crime involving an abuse of the Superintendent's office or position. In addition, if the District funds the criminal defense of the Superintendent against charges involving abuse of office or position and the Superintendent is then convicted of such charges, the Superintendent shall fully reimburse the District all funds expended for the Superintendent's criminal defense.

20. **General Provisions**:

- a. **Governing Law/Venue**. This Agreement, and the rights and obligations of the Parties, shall be construed and enforced in accordance with the laws of the State of California. Venue shall be in Ventura County, California.
- b. **Entire Agreement**. This Agreement contains the entire agreement and 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 this Agreement.

- c. **Notification of Absence.** If the Superintendent plans on being absent from the District for more than three (3) continuous business days, the Superintendent shall notify the Board President in advance.
- d. **No Assignment.** The Superintendent may not assign or transfer any rights granted or obligations assumed under this Agreement.
- e. **Modification.** This Agreement cannot be changed or supplemented orally. It may be modified or superseded only by a written instrument executed by both Parties.
- f. **Exclusivity.** To the extent permitted by law, the Parties agree that the employment relationship between the District and the Superintendent shall be governed exclusively by the provisions of this Agreement and not by Board policies, administrative regulations, Management Handbooks, or similar documents.
- g. **Management Hours.** The Parties recognize that the demands of the position will require Superintendent to average more than eight (8) hours a day and/or more than forty (40) hours per week. The Parties agree that Superintendent shall not be entitled to overtime compensation.
- h. **Construction.** This Agreement shall not be construed more strongly in favor of or against either party regardless of which party is responsible for its preparation.
- i. **Execution of Other Documents.** The Parties shall cooperate fully in the execution of any other documents and in the completion of any other acts that may be necessary or appropriate to give full force and effect to this Agreement.
- j. **Independent Review.** The Parties have had the opportunity to obtain, and have obtained, independent legal or other professional advice with regard to this Agreement, including tax and retirement consequences. The Superintendent and the Board each recognize that in entering into this Agreement, the parties have relied upon the advice only of their own attorneys or other representatives, and that the terms of this Agreement have been completely explained to them by their attorneys or representatives, and that those terms are fully understood and voluntarily accepted.
- k. **Binding Effect.** This Agreement shall be for the benefit of and shall be binding upon all Parties and their respective successors, heirs, and assigns.
- l. **Execution.** This Agreement may be executed in one or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument. This Agreement may be signed by original or electronic signatures. A copy, facsimile, photographic copy or an original, with all signatures appended together, shall be deemed a fully executed Agreement and shall be as valid as an original for any purpose.
- m. **Savings Clause/Severability.** If any provision of this Agreement or its application is held invalid, the invalidity shall not affect the other provisions or applications


of the Agreement that can be given effect without the invalid provisions or applications and the provisions of this Agreement are declared to be severable.

- n. **Public Record**. The Parties recognize that, once final, this Agreement is a public record and must be made available to the public upon request.
- o. **Integration**. This Agreement constitutes a complete and exclusive statement of the understanding between the Parties with respect to its subject matter. This Agreement supersedes any and all other prior communications between the Parties, whether written or oral. Any prior agreements, promises, negotiations or representations not expressly set forth in this Agreement are of no force and effect.
- p. **Waiver**. Any waiver of any breach of any term or provision of this Agreement shall be in writing and shall not be construed to be a waiver of any other breach of this Agreement.
- q. **Board/Superintendent Approval**. The effectiveness of this Agreement shall be contingent upon approval by the District's Governing Board as required by law and by the Superintendent.

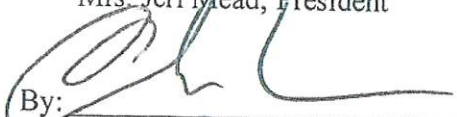
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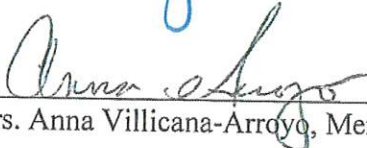
Execution of this Employment Agreement was authorized by Board action in open session at the regular meeting of the Board of Education of the Santa Paula Unified School District held on May 26, 2021.


**FOR THE GOVERNING BOARD OF THE  
SANTA PAULA UNIFIED SCHOOL DISTRICT**

By:   
Mrs. Jeri Mead, President

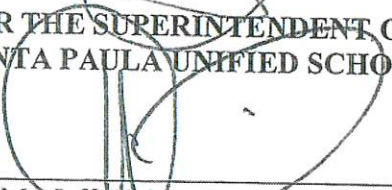
By:   
Mrs. Gabriela Ornelas, Member

By:   
Mr. Chris Wilson, Vice President

By:   
Mrs. Anna Villicana-Arroyo, Member

By:   
Dr. Daniel Sandoval, Clerk

**FOR THE SUPERINTENDENT OF THE  
SANTA PAULA UNIFIED SCHOOL DISTRICT**

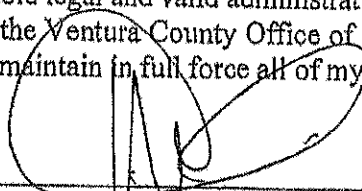
By:   
Mr. Jeff Weinstein  
Superintendent of Schools

ACCEPTANCE OF OFFER

I accept the above offer of employment and the terms and conditions thereof and agree to comply with the conditions thereof and to fulfill all the duties of employment of the Superintendent of the Santa Paula Unified School District.

I have not entered into a contract of employment with the Governing Board of another school district or any other employer that will in any way conflict with the terms of this Employment Agreement.

I hold legal and valid administrative and teaching credentials, each of which is or will be recorded in the Ventura County Office of Education before receipt of my first payroll warrant and I agree to maintain in full force all of my credentials throughout the term of this Agreement.

  
\_\_\_\_\_  
Jeff Weinstein  
Superintendent of Schools

Dated: May 27, 2021