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PLEASANTON UNIFIED SCHOOL DISTRICT

ASSISTANT SUPERINTENDENT
EMPLOYMENT CONTRACT

THIS IS AN EMPLOYMENT CONTRACT made, by and between the Pleasanton Unified School District ("District"), of Alameda County, California, a political subdivision of the State of California, and **JESSICA BONDURIS**, Assistant Superintendent of Educational Services ("Assistant Superintendent"). The District hereby employs Assistant Superintendent for Educational Services on the terms and conditions of this Agreement as set out below.

1. **TERM:** The term of this contract shall be January 1, 2027 through June 30, 2030, unless terminated earlier by mutual agreement. The continuation of this contract into the second year is contingent upon the Assistant Superintendent receiving a written evaluation completed no later than June 30, 2027 which indicates an overall rating of satisfactory performance. In the event that the overall rating is less than satisfactory, this contract shall terminate on June 30, 2027, or an action plan shall be developed with the Assistant Superintendent to address areas identified as needing improvement.

2. **SALARY:** District shall pay the Assistant Superintendent in accordance with the Board approved Executive Cabinet Salary Schedule. The Assistant Superintendent's salary shall be payable in twelve (12) approximately equal monthly payments, less all applicable taxes and deductions or withholdings authorized by law or in writing by the Assistant Superintendent.

3. **ADVANCED DEGREEES:** In addition to the annual base salary, if eligible, the Assistant Superintendent shall also receive a stipend for the possession of a Master's degree and a stipend for the possession of a doctoral degree. These stipends are indexed to the last step of the Elementary Principal salary schedule (1.5% for an MA and 2.5% for a doctorate).

4. **ADDITIONAL BENEFITS:** The Assistant Superintendent shall be afforded the following benefits of employment afforded other District certificated management personnel:

a. **Sick Leave.** The Assistant Superintendent shall be allocated sick leave at the rate of one day per month. Earned, unused sick leave may be accumulated without limitation; however, under no circumstances shall the District be obligated to compensate the Assistant Superintendent for earned, unused sick leave. Unused sick leave may be credited for retirement purposes as authorized by the State Teachers Retirement System (STRS) and applicable law.

b. **Health Insurance**. The Assistant Superintendent shall be provided with insurance coverage with all premium costs paid for by the District under the District's health, vision and dental insurance plans, for the Assistant Superintendent, their spouse, and their dependents for the

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plans offered by District and selected by the Assistant Superintendent. Should the Assistant Superintendent retire from the District after 5 years of service, the District agrees that it shall continue to pay all premium costs for all such health, vision and dental insurance plans for the Assistant Superintendent and spouse until they qualify for Medicare or for 5 years, whichever comes first. As used in this paragraph, "retire" excludes any separation of the Assistant Superintendent from employment pursuant to paragraph 9 of this agreement.

c. **Section 125 Plan**. The District shall establish and maintain a Section 125 Plan for the benefit of the Assistant Superintendent.

d. **Professional Development**. The District shall pay one hundred percent (100%) of the Assistant Superintendent's membership for the Association of California School Administrators Association and one other professional organization of the Assistant Superintendent's choosing.

e. **IRS 403(b) or 457 PLAN.** Pursuant to the criteria set forth below, an annual, employer-paid contribution of five thousand dollars ($5,000) shall be made by January 30th, to either a 403(b) or 457 plan, at the Assistant Superintendent's choice based upon the criteria for eligibility and in compliance with federal tax laws, for the benefit of the Assistant Superintendent provided (1) the Assistant Superintendent's service has been deemed to be satisfactory according to the Board and the Superintendent for the immediately preceding time period and (2) the Assistant Superintendent has achieved the established annual performance goals for the relevant period and (3) the Assistant Superintendent continues to be employed by the District for the following six (6) months.

f. **Longevity.** Longevity: It is the Board's goal to provide stability and continuity in the operational and instructional programs of the District, and, consistent with such goal, the Board agrees that the Assistant Superintendent shall be compensated for longevity with the District. Any and all longevity salary increases shall be in addition to any other compensation already included in this Agreement or otherwise approved by the Board. The first longevity increase of 2% shall be added to the Assistant Superintendent's salary beginning the 1st day of the month following the start of their 5th year of service. The Assistant Superintendent shall additionally receive a longevity increase of 3% beginning the 1st day of the month following the start of their 7th year of service. This longevity increase shall be considered as creditable compensation and also serve as part of the annual base salary for any future salary increases approved by the Board.

g. **Reimbursement for Expenses.** The District shall reimburse the Assistant Superintendent for actual and necessary expenses incurred by the Assistant Superintendent within the scope of employment so long as such expenses are permitted by District policy or incurred with prior approval of the Superintendent. For reimbursement, the Assistant Superintendent shall submit an expense claim to the Superintendent in writing for the Assistant Superintendent's reimbursable

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expenses for the prior month. The Assistant Superintendent's expense claim shall be supported by appropriate written documentation verifying the contents of the report.

5. **DUTIES:** Assistant Superintendent agrees to perform the duties of the Assistant Superintendent of Education Services pursuant to the job description attached and incorporated herein, for the District in the manner prescribed by the laws of the State of California and under the policies, rules and regulations made for or on the behalf of the District. Assistant Superintendent agrees to devote [his/her] full-time attention and skills to said employment during the term of this Contract, with the exception that the Assistant Superintendent, by prior arrangement with the Superintendent, may be assigned other professional duties and obligations not inconsistent with [his/her] duties as Assistant Superintendent. Also, by prior arrangement with the Superintendent, the Assistant Superintendent may undertake speaking, writing, training or lecturing engagements. If such engagements are undertaken for compensation, the Assistant Superintendent will take non-duty days.

6. **WORK YEAR**: The Assistant Superintendent shall be required to render two hundred seventeen (217) days of service per year. The Assistant Superintendent shall submit a work calendar to the Superintendent for prior approval. The Assistant Superintendent may be compensated on a per diem basis for additional workdays under emergency circumstances with prior approval of the Superintendent and subsequent Board approval.

7. **GOALS and OBJECTIVES**: On or prior to the commencement of this Agreement, the Superintendent and the Assistant Superintendent shall meet to establish goals and objectives for the ensuing school year. The goals and objectives shall be reduced to writing and shall be among the criteria by which the Assistant Superintendent is evaluated. Each school year the Superintendent and Assistant Superintendent will meet to establish goals and objectives for the next succeeding school year, in the same manner and with the same effect as described on or before September fifteenth of each year. The annual goals shall be updated annually with a final report submitted by the Assistant Superintendent in June on the status/achievement of the annual goals.

8. **EVALUATIONS:** The Superintendent and the Assistant Superintendent shall mutually agree on an assessment instrument and format for evaluations. The aforementioned goals and objectives shall be included in the evaluation instrument. The Superintendent shall evaluate and assess in writing the performance of the Assistant Superintendent at least once a year, and including a mid-year review which will be completed by January fifteenth. The final evaluation will be completed by the fifteenth day of June during each year in this Agreement. A copy of the written evaluation shall be delivered to the Assistant Superintendent. The Assistant Superintendent shall have the right to make a written response to the evaluation, which shall become a permanent attachment to the Assistant Superintendent's personnel file. Within fifteen (15) days of delivery of

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the written evaluation to the Assistant Superintendent, the Superintendent shall meet and discuss the evaluation. If documented unsatisfactory performance occurs:

(A) The Superintendent shall prepare a plan for remediation;

(B) The Assistant Superintendent shall have a period of ninety (90) days to remediate the performance. If remediation is successful, the regular evaluation timeline and conditions for evaluation shall be re-implemented.

9. **TERMINATION OF AGREEMENT**:

a. **Mutual Consent.** This Agreement may be terminated at any time by mutual consent of the Board and the Assistant Superintendent.

b. **Non-Renewal of Agreement by the District.** The Board may elect not to renew this Agreement based on the Superintendent's recommendation by providing written notice to the Assistant Superintendent in accordance with Education Code 35031 (currently 45 days prior notice) or other applicable provisions of law.

c. **Termination for Cause.** For the purpose of this Agreement, "cause" shall include, but is not limited to, the grounds for dismissal of the permanent certificated employee as described in Education Code Section 44932, violation of the terms of this Agreement or Board policy. The Assistant Superintendent shall be entitled in the event the Superintendent contends that there is any basis to terminate the Assistant Superintendent for cause, to a meeting with the Superintendent to explain why there is no cause for termination. This shall be the only remedy available to the Assistant Superintendent.

d. **Early Termination.** The Assistant Superintendent may terminate this Agreement at any time with at least a 45 day advance written notification to the Superintendent. The Superintendent may, without cause or a hearing, terminate this Agreement at any time, with at least a fourteen (14) day notice. In consideration for exercise of this right, the District shall pay to the Assistant Superintendent, for the remainder of the term of this Agreement or six (6) months, whichever is less, a sum equal to the difference between Assistant Superintendent's gross monthly salary at the rate in effect during the last month of service and the amount earned from any other employment-related source (whether as an employee, independent contractor, consultant or self-employed). As a condition of payment hereunder, the Assistant Superintendent shall immediately seek other employment to the fullest extent required by law. In addition, the Assistant Superintendent shall notify THE DISTRICT immediately if he/she earns income from any employment-related activity as defined above. The Assistant Superintendent shall also be entitled to District-paid health benefits, as those benefits may change from time-to-time, for a period of six (6) months or until the Assistant Superintendent obtains other Employment, which provides health benefits, whichever occurs first. The parties agree that damages to the Assistant Superintendent

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that may result from the Superintendent's early termination of this Agreement cannot be readily ascertained. Accordingly, the parties agree that the damage payment made pursuant to this early termination clause, along with the District's Agreement to provide paid health benefits, constitutes reasonable liquidated damages for the Assistant Superintendent, fully compensates the Assistant Superintendent for all tort, contract and other damages and does not result in penalty. The parties agree that the District's completion of its obligations under this provision constitutes the Assistant Superintendent's sole remedy of the fullest extent provided by law. Finally, the parties agree that this provision meets the requirements governing maximum cash settlements as set forth in Government Code Sections 53260, et seq.

e. **Disability.** Upon expiration of the Assistant Superintendent's sick leave entitlement and upon written evaluation by a licensed physician of the Assistant Superintendent's choice, indicating the inability of the Assistant Superintendent to perform the essential functions of the position as a result of a physical or mental disability, with or without reasonable accommodation, for a period of time of at least six months, this Agreement may be immediately terminated by the Board upon written notice to the Assistant Superintendent.

f. **Death.** Death of the Assistant Superintendent terminates the Agreement immediately. In such an event, all salary and other monetary amounts due to the Assistant Superintendent at the time of death shall be paid to the Assistant Superintendent's estate unless otherwise declared in writing.

g. **Termination for Inappropriate 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 Assistant Superintendent has engaged in fraud, misappropriation of funds, or other illegal fiscal practices, then the Board may terminate the Assistant Superintendent and the Assistant Superintendent shall not be entitled to any cash, salary payments, health benefits or other non-cash settlement (e.g. health benefits) as set forth above. If the Assistant Superintendent elects to contest the Board's determination in this regard, the Assistant Superintendent may request a hearing before an administrative law judge who shall determine the amount of the cash settlement in accordance with the requirements of Government Code section 53260(b).

h. **Abuse of Office Provisions.** In accordance with Government Code section 53243 et seq., and as a separate contractual obligation, if the Assistant Superintendent receives a paid leave of absence or cash settlement and this Agreement is terminated for any reason, such paid leave or cash settlement shall be fully reimbursed to the District by the Assistant Superintendent if the Assistant Superintendent is convicted of a crime involving an abuse of office or the position of Assistant Superintendent. In addition, if the District funds the criminal defense of the Assistant

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Superintendent against charges involving abuse of office or position and the Assistant Superintendent is then convicted of such charges, the Assistant Superintendent shall fully reimburse the District for all funds expended for the Assistant Superintendent's criminal defense. Notwithstanding any other provision of this Agreement to the contrary, if the Board believes, and subsequently confirms through an independent audit, that the Assistant Superintendent has engaged in fraud, misappropriation of funds, or other illegal practices, then the Board may terminate the Assistant Superintendent and the Assistant Superintendent shall not be entitled to the cash, salary payments, health benefits or other non-cash settlement as set forth above. This provision is intended to fully implement the requirements of Government Code section 53260, subdivision (b). In addition, if this Agreement is terminated, any cash settlement related to the termination that Assistant Superintendent receives from the District shall be fully reimbursed to the District if the Assistant Superintendent is convicted of a crime involving an abuse of office or position. For purposes of this provision, "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 and (b) a crime against public justice, including but not limited to, a crime described in Title 7 (commencing with Section 92) of Part 1 of the Penal Code.

IN WITNESS HEREIN we affix our signatures to this Agreement as the full and complete understanding of the relationships between the parties hereto.

This Agreement is the full and complete agreement between the parties hereto, and it can be changed or modified only by writing, signed by all parties or their successors in interest to this Agreement.

DocuSigned by:
Jessica Bonduris
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Jessica Bonduris, Ed.D.
Assistant Superintendent,
Educational Services

Date: 11/13/2026

Signed by:
Maurice Ghysels
86BE4BFF22AD4BB...

Maurice Ghysels, Ed.D.
Superintendent of Schools

Date: 11/13/2026