COLUSA UNIFIED SCHOOL DISTRICT
SUPERINTENDENT EMPLOYMENT AGREEMENT

This contract is by and between the Governing Board (hereinafter "Board") of the Colusa Unified School District (hereinafter "District") and Rebecca Changus (hereinafter "Superintendent").

1. TERM

The District hereby employs Superintendent for a period of 3 years, beginning on July 1, 2026, and terminating on June 30, 2029. Further contract extensions, if any, shall be based on Superintendent's successful performance as determined by the Board of Trustee's. For each contract year that Superintendent receives a positive evaluation, as determined by the Board of Trustees, Superintendent's contract shall be extended for one additional year beyond the currently established termination date.

2. SALARY

The Superintendent's salary shall be two hundred thousand two hundred fifty-six dollars and seventy-one cents ($200,256.71), subject to further adjustment set forth herein, payable in twelve (12) equal installments on the last day of each month, beginning July 1st, 2026

Having the goal of providing the Superintendent with consistent salary increases in accordance with CalSTRS Creditable Compensation Guidelines adopted January 1, 2015, and in an effort to maintain equity with other certificated personnel, the Board of Trustees shall determine salary increases, if any, on a yearly basis. These adjustments shall be made following a satisfactory evaluation and approval at a regularly scheduled board meeting.

Board reserves the right to adjust the annual salary rate for the current contract year or any subsequent year. Such adjustment shall not result in a net decrease or lowering of the salary from the prior year without the consent of the Superintendent. Any change in salary made during the life of this Agreement shall be in the form of an amendment and shall become a part of this Agreement.

3. CONTRACT YEAR

The Superintendent shall be required to render twelve (12) months of full and regular service to the District during each annual period by this Agreement. The year is defined as 224 actual working days and is normally exclusive of Saturdays, Sundays, and holidays, unless work on such days is otherwise pre-approved by the Governing Board. Work performed by the Superintendent while at her residence shall not be considered a workday unless approved in advance by the Governing Board.

To determine the Superintendent's daily rate, the Superintendent's annual base salary shall be divided by her workdays. The Superintendent may, with prior Board notice, choose to work five (5) additional days each year of this agreement and be paid at his/her current daily rate with all necessary contributions being deducted.

4. FRINGE BENEFITS

The Superintendent shall be afforded such health and welfare benefits as are granted to the District's certificated employees. Superintendent will receive a $100.00 per month cell phone stipend and a $300.00 monthly car allowance.

The District may pay membership fees for the Superintendent in various professional organizations and committees subject to prior approval by the Board. The Superintendent, when authorized by the Board, shall also attend appropriate professional meetings at local, state, and national levels. Expenses incurred shall be reimbursed to the Superintendent in accordance with applicable District policy.

5. EXPENSE REIMBURSEMENT

The District shall reimburse the Superintendent for all necessary and authorized expenses incurred by her within the scope of her employment, in accordance with applicable District policy.

6. SICK LEAVE

The Superintendent shall accrue sick leave at a rate of twelve (12) days per contract year. Days not used shall accrue and carry over to the next contract year, without limitation. Upon termination of this Agreement, the Superintendent shall not be entitled to be compensated for any unused and accrued sick days.

7. DUTIES

The Superintendent shall perform the duties of District Superintendent as prescribed by the laws of the State of California. Superintendent shall at all times hold a valid California Administrative Credential and meet all other requirements of state law with respect to service as a Superintendent. In addition to the powers and duties set forth in Education Code 35035, Superintendent shall have such powers and duties which are delegated to her by the Board. The Superintendent shall execute all powers and duties in accordance with the policies adopted by the Board and rules and regulations of the State Board of Education, as well as state and federal law.

8. SUPERINTENDENT AND BOARD RESPONSIBILITIES

The Superintendent shall be the chief executive officer for the District. As such, the Superintendent shall have the primary responsibility for execution of Board policy, whereas the Board shall retain the primary responsibility for formulating and adopting policies.

9. SUPERINTENDENT'S PERFORMANCE OBJECTIVES

At the August Board meeting of each succeeding school year, the parties will meet to establish performance objectives for the upcoming school year. The performance objectives shall be reduced to writing and shall be based on the duties and responsibilities expected to be performed by the Superintendent under the terms of this Agreement, as well as any other criteria mutually agreed to by the parties.

10. EVALUATION

The Board shall execute and assess in writing the performance of the Superintendent at least once each year. The evaluation process is to be completed between February and March. The evaluation and assessment shall be reasonably related to the position description and performance objectives. The evaluation format shall be reasonably objective and shall contain at least the following evaluation criteria: Board-Superintendent relations, staff and personnel management, education/curriculum programs, business and financial matters, facilities management, and professional and leadership development. The parties anticipate utilizing an evaluation format developed by the California School Board Association and may modify the format from time to time to meet the party's specific needs.

In the event that the Board determines that the performance of the Superintendent is not acceptable in any respect, it shall describe in writing in reasonable detail, indicating specific instances where appropriate, of unsatisfactory performance. The evaluation shall include written response to each area evaluated. A copy of the written evaluation shall be delivered to the Superintendent and the Superintendent shall have the right to make a written response to the evaluation, which shall become a permanent attachment to the Superintendent's personnel file. Within 45 days of the delivery of the written evaluation to the Superintendent, the Board shall meet with the Superintendent to discuss the written evaluation and endeavor to assist the Superintendent in improving her performance as to such matters.

11. TERMINATION OF AGREEMENT

a. Termination for Cause

In the event that the Board of Trustees determines that the Superintendent has breached a material obligation of this Agreement or that cause for termination of the Superintendent's employment exists and the Board seeks to terminate this Agreement prior to its expiration the Board shall prior to taking such action give the Superintendent written notice of the proposed action to terminate the Superintendent's contract, the reasons therefore and a reasonably detailed statement of the facts, circumstance and causes for the action. The Board will also provide the Superintendent with any documents or other materials upon which the proposed action is based.

The Superintendent shall have a right to respond either orally or in writing to the Board to address the basis and causes for the Board's determination. The Superintendent shall have the right to meet with the Board in closed session under the personnel exception of the Brown Act to respond to the Board's action and to present any information the Superintendent believes necessary to respond to the Board's proposed action. The Superintendent may be represented by counsel. The decision of the Board shall be final, and the Superintendent shall be notified of the Board's final decision in writing.

Discharge for cause shall include, but is not limited to, the Superintendent's breach of material obligation of this contract, any grounds enumerated in state law, District policy, rule of regulation, the Superintendent's failure to perform responsibilities as set forth in this Agreement, failure to perform responsibilities as specified by District policy, rules and regulation of the District, the laws of the State of California or the violation of any federal or state law affecting the Superintendent's fitness for continued service under this Agreement.

b. Termination for Convenience

In the event the Board of Trustee's determines that the Superintendent shall not be re-employed upon the expiration of the Superintendent's term of employment, she shall be given written notice thereof by the Board of the 60-day notice requirement not less than six (6) months prior to the expiration of her contract. Notwithstanding any other provision of this Agreement, the Board, without cause, in its sole discretion, shall have the option to unilaterally terminate this Agreement upon the provision of written notice of such termination to the Superintendent. If the Board elects the option to terminate this Agreement without cause, then the Superintendent shall receive the Superintendent's regular Superintendent's salary for the remainder of the Term, or twelve (12) months, whichever is less, and shall additionally be entitled to the health insurance benefits that the Superintendent has elected for the same period of time.

12. ABUSE OF OFFICE

Pursuant to Government Code section 53243.2, any funds received by the Superintendent from the District as a buyout, resulting from the Board's decision to terminate the Superintendent without cause, shall be fully reimbursed to the district if the Superintendent is convicted of a crime involving the abuse of his or her powers of office. If the District funds the criminal defense of the Superintendent against charges involving the abuse of his or her office or position, and the Superintendent is then convicted of those charges, the Superintendent shall fully reimburse the District for all District funds paid for the Superintendent's criminal defense.

13. INDEMNITY

In accordance with the provisions of Government Code §§825 and 995, the District shall defend the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in Superintendent's individual capacity, or official capacity as an agent and employee of the District, provided that the incident giving rise to any such demand, claim, suit, action, or legal proceeding arose while the Superintendent was acting within the scope of employment. Upon retirement or separation from the district, the Superintendent will continue to be indemnified for any action taken against him/her related to her role as the Superintendent.

14. ENTIRE AGREEMENT/MODIFICATIONS

This Agreement is the full and complete contract between the parties hereto, and it can be changed and modified only by writing, signed by the parties.

15. APPLICABLE LAW

This Agreement is subject to all applicable laws of the State of California, rules and regulations of the State Board of Education, and rules, regulations, and policies of this Board, all of which are made a part of the terms and conditions of this Agreement.

[SIGNATURES ON FOLLOWING PAGE]

Dated:

GOVERNING BOARD OF THE
COLUSA UNIFIED SCHOOL DISTRICT

By: _____
President

By: _____
Clerk

I HEREBY ACCEPT this offer of employment and agree to comply with the conditions thereof and to fulfill all duties of employment of Superintendent of the Colusa Unified School District

Date of Acceptance July 1, 2026.

_____
Rebecca Changus