

**TO:** SBSD Board of Education  
**FROM:** Laura Malakoff, Board President  
**SUBJECT:** Superintendent Contract Amendment  
**DATE:** June 20, 2008

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The board is being requested to approve amendments to the superintendent's contract as reflected in the attached document. It is proposed that the superintendent's contract term be extended for one additional year until June 30, 2011, in like fashion with prior year extensions. In addition, the proposed amendment will discontinue the superintendent's \$600 monthly expense allowance and \$5000 annual Internal Revenue Code 403(b) retirement contribution. In lieu thereof corresponding sums would be added to the superintendent's annual base salary (\$11,270) and State Teachers Retirement System annual contribution (\$930), for a net zero adjustment. This will result in removing the current discrepancy between the salaries of the deputy superintendent and superintendent.

**SANTA BARBARA SCHOOL DISTRICTS  
THIRD EXTENSION OF EMPLOYMENT AGREEMENT AND  
MODIFICATION OF TERMS FOR SUPERINTENDENT OF SCHOOLS**

The following is an agreement to be effective July 1, 2008, by and between the Board of Education of the Santa Barbara School Districts and J. Brian Sarvis, Ed. D. (hereinafter referred to as "Superintendent") in reference to the following facts:

WHEREAS, the parties previously entered into an AGREEMENT OF EMPLOYMENT FOR SUPERINTENDENT OF SCHOOLS on June 14, 2005 (hereinafter referred to as "Agreement"), for the period April 1, 2005 until June 30, 2008; and

WHEREAS, the parties previously extended the Agreement until June 30, 2010; and

WHEREAS, the parties wish to further extend the Agreement for a period of one (1) year, ending on June 30, 2011; and

WHEREAS, the parties wish to modify certain additional terms of the Agreement;

NOW THEREFORE, the parties hereby agree as follows:

1. Except as expressly provided herein, all terms and conditions of the Agreement shall remain in full force and effect during the period covered by this contract extension.
2. Paragraph 1 of the Agreement is amended to provide that the ending date for the Agreement shall be June 30, 2011.
3. Paragraph 4.a. of the Agreement is deleted in its entirety, thereby eliminating the \$600 monthly expense allowance.
4. Paragraph 4.c. of the Agreement is deleted in its entirety, thereby eliminating the \$5,000 annual contribution to the Internal Revenue Code section 403(b) retirement plan.
5. In consideration of the elimination of the monthly expense allowance and Internal Revenue Code section 403(b) retirement plan contribution, the Superintendent's annual base

salary will be increased by \$11,270 and the State Teachers Retirement System annual contribution shall be increased by \$930.

IN WITNESS HEREOF, the said Santa Barbara School Districts Board of Education, Santa Barbara County, California, has approved and executed this agreement on this \_\_\_ day of June \_\_, 2008.

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Laura Malakoff  
President, Board of Education

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J. Brian Sarvis  
Superintendent of Schools