



**EMPLOYMENT CONTRACT BETWEEN  
WARREN GALLETTI AND THE GOVERNING BOARD OF  
THE POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT AND  
ARENA UNION ELEMENTARY SCHOOL DISTRICT**

This Employment Contract (“Contract”) is by and between Warren Galletti (“Superintendent”) and the Governing Board (“Board”) of the POINT ARENA JOINT UNION HIGH SCHOOL DISTRICT and ARENA UNION ELEMENTARY SCHOOL DISTRICT (“District”).

NOW, THEREFORE, Board offers, and Superintendent accepts, employment as District Superintendent.

FURTHERMORE, in consideration of the foregoing and of the terms and conditions set forth herein, Board and Superintendent hereto agree as follows:

**Contract Term**

1. Board employs Superintendent commencing on July 1, 2023 and ending on June 30, 2026, subject to the terms and conditions set forth below.

**Work Year and Hours of Work**

2. Superintendent shall render 225 days of full and regular service to the District during each year of this Contract. It is understood that the demands of the position of Superintendent will require more than eight (8) hours a day and/or forty (40) hours per work week. Superintendent is an exempt position, and is not entitled to receive overtime. Compensatory time can be used up to 5 days during a contract year.

**Compensation**

3. Superintendent is employed as a full-time employee of District. The annual salary shall be payable on the last working day of each month in installments of one-twelfth (1/12) of the annual salary for services rendered during the preceding month, with proration for a period of less than a full year of service.
  - i. For the 2023-2024 school year, Superintendent’s annual salary shall be one-hundred fifty one thousand dollars (\$151,000.00).

- ii. For the 2024-2025 school year, Superintendent's annual salary shall be increased by one-thousand two-hundred dollars (\$1,200.00) upon receipt of an evaluation of satisfactory or better for the preceding school year.
- iii. For the 2025-2026 school year, Superintendent's annual salary shall be increased by one-thousand two-hundred dollars (\$1,200.00) upon receipt of an evaluation of satisfactory or better for the preceding school year.

Should any annual salary increase exceed the California Consumer Price Index for Urban Wage Earners and Clerical Workers ("CPI") as determined by the Department of Industrial Relations, the portion of the increase in excess of the CPI shall be subject to Board review and approval in open session at a regular meeting.

4. The Board reserves the right to change the Superintendent's salary for any year or any portion of a year of this contract with the mutual written consent of the Superintendent and the Board, in accordance with relevant provisions of the Brown Act. A change in salary shall not constitute the creation of a new contract nor extend the termination date of this Agreement.

### **Fringe Benefits**

#### Medical, Dental and Vision Insurance

5. During his employment under the Contract, Superintendent may select any medical, dental, and vision plan available to other site administrators within District. Superintendent shall receive the same District contribution toward health/welfare benefits as provided to other site administrators within the District. Superintendent shall be responsible for any employee contribution of the plan selected.

#### Retirement Contribution

6. Superintendent is responsible for his share of contributions to CalSTRS.

### **Work Related Expenses**

#### Reimbursement for work related expenses

7. District shall reimburse Superintendent for actual and necessary expenses within the scope of his employment as Superintendent and consistent with Board policies, regulations, and guidelines applicable to other Site Administrators.

8. Unless otherwise addressed in the Contract, if the Superintendent seeks to be reimbursed for the cost of traveling outside of the District, such as for attending an out-of-district conference, the Superintendent shall obtain written approval from the Board before incurring expenses exceeding one-thousand five hundred dollars (\$1,500). Superintendent shall not be reimbursed for travel from home-to-work and work-to-home.

#### Professional Dues

9. District shall pay Superintendent's annual dues to the Association of California School Administrators (ACSA).