

EIGHTH AMENDMENT  
TO THE CONTRACT OF EMPLOYMENT DATED JUNE 29, 2006  
BY AND BETWEEN  
THE SAN DIEGO COUNTY BOARD OF EDUCATION  
AND DR. RANDOLPH E. WARD

At a regular meeting of the San Diego County Board of Education (the "Board"), held on June 11, 2014, the Board took action to amend the following sections of the Contract of Employment (the "Contract"), between the Board and Dr. Randolph E. Ward, County Superintendent of Schools:

**2. TERMS OF EMPLOYMENT**

The term of this Contract shall be from July 1, 2014 to June 30, 2017.

**7. SALARY**

7.1 The current salary \$286,073.04

7.2 The Superintendent shall receive a salary increase each year equal to the increase rate given to SDCOE certificated teachers. Therefore, the County Superintendent shall receive the salary increase equal to 2% retroactive to July 1, 2013 and 1% retroactive to January 1, 2014.

The Superintendent's salary is based solely on the following:


- The Superintendent's performance
- The Superintendent's 18 years of overall experience including 8 years of SDCOE service
- The Superintendent's sacrifice of salary increases over the previous five years, and
- Creation of a salary schedule that creates a degree of equity with other employee groups

All other provisions of the June 29, 2006 Contract of Employment, as amended, shall remain in full force and effect.

IN WITNESS WHEREOF, we affix our signatures to this Eighth Amendment to the Contract of Employment between the San Diego County Board of Education and Dr. Randolph E. Ward, County Superintendent of Schools, effective June 11, 2014.

FOR THE SAN DIEGO COUNTY BOARD  
OF EDUCATION

  
Sue Hartley, President      Date 6-11-14

  
Randolph E. Ward, Ed.D.      Date 6/11/14