

**SECOND AMENDMENT**  
**TO EMPLOYMENT AGREEMENT FOR**  
**SUPERINTENDENT**  
**OF THE SAN FRANCISCO UNIFIED SCHOOL DISTRICT**

This Second Amendment (“Second Amendment”) is made and entered into effective as of **November 12, 2019**, by and between the San Francisco Unified School District, a public school district in the State of California (“District”) and Dr. Vincent Matthews (“Dr. Matthews” or “Superintendent”), an individual.

WHEREAS, Dr. Matthews is currently employed as the District’s Superintendent of Schools in accordance with the terms and conditions of the Employment Agreement and the First Amendment to Employment Agreement between the District and Dr. Matthews (both of which are collectively referred to herein as “Employment Agreement”); and

WHEREAS, the District’s Governing Board of Education (“Board”) and Dr. Matthews desire to amend and extend the Employment Agreement and to adjust the Superintendent’s compensation in recognition of the additional contract term.

NOW, THEREFORE, in consideration of the foregoing terms and conditions set forth herein, the parties hereto agree as follows:

This Second Amendment is attached to and forms part of the Employment Agreement. Except as specifically modified by this Second Amendment, the terms, provisions and conditions of the Employment Agreement shall remain in full force and effect and are hereby ratified and affirmed.

**1. Term.**

Section 1 of the Employment Agreement, Term, is amended so that the expiration date is June 2023, unless terminated earlier pursuant to the provisions of the Employment Agreement.

**2. Salary and Benefits.**

Section 3 of the Employment Agreement, Salary and Benefits, is amended as follows:

2.1 Salary

The District shall pay the Superintendent an annual salary of \$328,879, effective December 1, 2019.

2.2 Retirement

The District shall provide Superintendent with a retirement plan and fund such retirement plan as specified in the Employment Agreement. In addition, the District shall fund annual contributions in the following amounts:

July 1, 2020-June 30, 2021: \$55,000

July 1, 2021-June 30, 2022: \$65,000

July 2, 2022-June 30, 2023: \$75,000

IN WITNESS WHEREOF, this Amendment has been executed this \_\_\_\_day of November 2019.

**SAN FRANCISCO UNIFIED DISTRICT**

By: \_\_\_\_\_  
Stevon Cook, President of the Board

Dated: \_\_\_\_\_

**DR. VINCENT MATTHEWS**

\_\_\_\_\_  
Dr. Vincent Matthews

Dated: \_\_\_\_\_