

CAMBRIAN SCHOOL DISTRICT  
INTERIM ASSISTANT SUPERINTENDENT OF PERSONNEL

This Employment Agreement is made and entered into on July 13, 2021, Board of Trustees (hereinafter “the Board”) of and on behalf of the Cambrian School District (hereinafter “the District”), and Kevin Keegan (hereinafter “Keegan”), subject to the terms and conditions set forth herein.

1. Employment and Term. The Board hereby employs Keegan as Interim Assistant Superintendent of Personnel, for a term commencing July 15, 2021 and ending no later than that date a permanent administrator begins work in that position, subject to the terms and conditions hereinafter set forth.

2. Salary, Fringe Benefits and Expenses.

Keegan’s salary shall be \$798.61 per diem. Payment shall be based upon verified time sheets submitted on the last working day of each month, indicating full dates worked. District shall issue payment to Keegan on or before the 10th of each succeeding month. Keegan shall also be paid \$ 95.00 per diem in partial reimbursement for his COBRA health plan payments. Keegan shall not be otherwise entitled to District health and welfare benefits. Keegan shall receive an IRS form 1099 from the District for such payment(s).

District shall reimburse Keegan for mileage and use of his personal vehicle, at the current IRS rate, pursuant to Board Policy, incurred in connection with the performance of his duties as Interim Assistant Superintendent of Personnel. District also shall reimburse Keegan for the use of his personal cellular telephone in connection with the performance of his duties as Interim Assistant Superintendent of Personnel, upon submission of verified records of charges, pursuant to Board Policy.

3. Work Schedule. The Acting Superintendent and Keegan shall mutually agree upon dates, days, and hours of service.

4. Employment status. Keegan shall not be or become a permanent employee of the District. His employment rights and status shall be determined solely by this Agreement and California law that does not conflict with the terms hereof.

5. Credential. Keegan shall possess and maintain at all times an appropriate and current administrative credential issued by the California Commission on Teacher Credentialing. Should Keegan fail at any time to possess the appropriate credential, this Agreement shall be null and void.

6. Duties. The Interim Assistant Superintendent of Personnel shall be responsible for administration of the District Personnel Office, under the authority and direction of the Acting Superintendent and governing Board.

7. Termination. This Agreement may be terminated by either party upon thirty (30) days' written notice to the other without cause. Should this Agreement be terminated, Keegan will be paid for all services rendered but unpaid to the effective date of the termination.

8. Ratification. This Agreement is subject to ratification by the Board.

9. Savings. If any provision of this Agreement is rendered void or illegal by reason of a federal or state law or by the final decision of a court of competent jurisdiction, the remainder of this Agreement and all of its other provisions shall remain in force and effect.

10. Modification. This Agreement sets forth the entire agreement between the parties and may be amended or modified only by subsequent mutual written agreement of the parties.

Approved by the Governing Board on July 13, 2021.

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Jarod Middleton  
President, Board of Trustees

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Carol Presunka  
Vice-President, Board of Trustees

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Donald Rocha  
Clerk, Board of Trustees

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Janet Gillis  
Member, Board of Trustees

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Randy Scofield  
Member, Board of Trustees

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Kevin Keegan  
Interim Assistant Superintendent of Personnel