

**2017 AMENDMENT AND CERTIFICATION TO
EMPLOYMENT AGREEMENT EFFECTIVE JULY 1, 2012
AS AMENDED BY AGREEMENTS EFFECTIVE
JULY 1, 2013, JULY 1, 2014, JULY 1, 2015, AND JULY 1, 2016**

Between

DR. STEVEN L. WALTS

and

THE PRINCE WILLIAM COUNTY SCHOOL BOARD

This is to certify that the Agreements made and entered into effective July 1, 2012, as amended by Amendment and Certification effective July 1, 2013, as further amended by Amendment and Certification effective July 1, 2014, as further amended by Amendment and Certification effective July 1, 2015, and as further amended by Amendment and Certification effective July 1, 2016 (collectively hereinafter referred to as the “**EMPLOYMENT AGREEMENT**”), by and between the Prince William County School Board (hereinafter referred to as “the School Board”) and Dr. Steven L. Walts (hereinafter referred to as “the Division Superintendent”), were amended by action of the School Board at a public meeting held on May 24, 2017, in the Kelly Leadership Center, Manassas, Virginia, as reflected in the minutes of that meeting attached hereto. The Division Superintendent consents to the agreements and the amendments below as evidenced by his signature hereto; and

WHEREAS, in order to recognize the contributions of the Division Superintendent to the Prince William County Schools (hereinafter referred to as “the District”) to date, and in order to further enhance administrative stability and continuity within the District, it is the decision of the School Board to further amend the **EMPLOYMENT AGREEMENT**;

NOW THEREFORE, the School Board and the Division Superintendent, for the consideration herein specified, and as authorized by the vote of the School Board made in public session on May 24, 2017, hereby agree that the **EMPLOYMENT AGREEMENT** is amended effective July 1, 2017, as follows:

- I. Section I, Employment and Term, of the **EMPLOYMENT AGREEMENT** is deleted and replaced with the following italicized Section I, Employment and Term:

I. EMPLOYMENT AND TERM

The School Board agrees to employ the Division Superintendent and the Division Superintendent agrees to accept such employment, subject to the terms and conditions contained herein, for a term commencing July 1, 2017 and ending June 30, 2021.

The Board may, by specific action and with the consent of the Division Superintendent, extend the termination date of this Agreement to the full extent permitted by the laws of the Commonwealth of Virginia.

II. Paragraph A, Salary, of Section IV, Compensation, of the **EMPLOYMENT AGREEMENT**, is deleted and replaced with the following italicized Paragraph A, Salary, of Section IV, Compensation:

IV. COMPENSATION

A. SALARY.

Effective July 1, 2017, the School Board shall provide the Division Superintendent with a 2.8% salary increase, the average raise of other District employees for the 2016-17 school year. Accordingly, the School Board shall pay the Division Superintendent an annual salary of \$315,603.20 (Three hundred fifteen thousand, six hundred and three Dollars and twenty Cents), payable on a semi-monthly basis, commencing July 1, 2017, and continuing thereafter during the term of this Agreement, unless in accordance with this paragraph, the annual salary is later increased. The annual salary of the Division Superintendent may be adjusted or increased by Amendment for any subsequent fiscal year during the term of this Agreement, but in no event shall the Division Superintendent be paid less than \$315,603.20. Any such adjustment or increase in salary made during the life of this Agreement shall be set by the School Board after the Division Superintendent's annual performance evaluation and shall be in the form of an Amendment and become part and parcel of this Agreement, but it shall not be deemed that the School Board and Division Superintendent have entered into a new Agreement, nor that the termination date of the existing Agreement has been extended, unless expressly provided by subsequent Amendment or new Agreement.

III. Paragraph D, Supplemental Benefit, of Section IV, Compensation, of the **EMPLOYMENT AGREEMENT**, is amended to add "*housing expenses*" to those expenses incurred by the Division Superintendent for which the School Board shall reimburse the Division Superintendent up to the annual amount of the Supplemental Benefit otherwise provided for in Paragraph D of Section IV, Compensation.

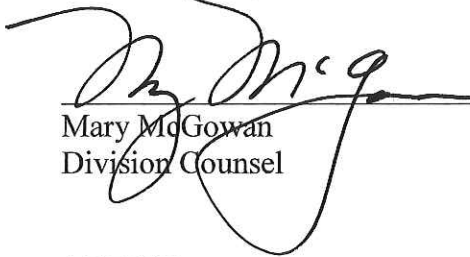
IV. All remaining terms and conditions of Section IV, Compensation, remain in full force and effect.

V. All other terms of the **EMPLOYMENT AGREEMENT** effective July 1, 2012, as amended effective July 1, 2013, as further amended effective July 1, 2014, as further amended effective July 1, 2015, and as further amended effective July 1, 2016, remain unchanged and continue in full force and effect, as modified only by this Amendment and Certification.

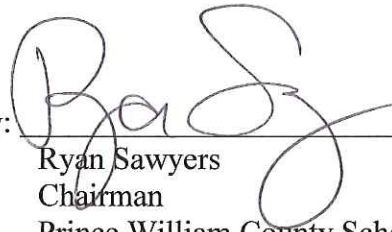
IN WITNESS WHEREOF, the Prince William County School Board has caused five originals of this Amendment and Certification to be executed on its behalf by its Chairman, in accordance with action by the School Board authorizing such execution on May 24, 2017, and the Division Superintendent has executed the five originals of this Agreement.

EXECUTED this 31st day of May, 2017.

ATTEST:




Mary McGowan
Division Counsel


By: 

Ryan Sawyers
Chairman
Prince William County School Board

ATTEST:



Deborah Urban
Clerk to the School Board

By: 

Steven L. Walts
Superintendent of Schools

Attachment: Minutes of the May 24, 2017 Meeting of the Prince William County School Board