

**2018 AMENDMENT AND CERTIFICATION TO
EMPLOYMENT AGREEMENT EFFECTIVE JULY 1, 2012
AS AMENDED BY AGREEMENTS EFFECTIVE
JULY 1, 2013, JULY 1, 2014, JULY 1, 2015, JULY 1, 2016, AND JULY 1, 2017**

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 subsequently amended by Amendments and Certifications effective July 1, 2013, July 1, 2014, July 1, 2015, July 1, 2016, and July 1, 2017 (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 further amended by action of the School Board at a public meeting held on June 20, 2018, 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 June 20, 2018, hereby agree that the **EMPLOYMENT AGREEMENT** is amended effective July 1, 2018, as follows:

I. 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 agreed to pay the Division Superintendent an annual salary of \$315,603.20 (Three hundred fifteen thousand, six hundred 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 or any increased amount calculated and payable under subsection E of Section IV of this EMPLOYMENT AGREEMENT as a Cost of Living Increase. Any other adjustment in salary other than that made under subsection E, Cost of Living Increase, which is made during the life of this EMPLOYMENT 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. Section IV, Compensation, of the **EMPLOYMENT AGREEMENT**, is further amended to add the following italicized Paragraph E, Cost of Living Increases:

E. COST OF LIVING INCREASES

Unless otherwise determined by the School Board by majority vote, effective July 1, 2019, and each July 1 thereafter for the duration of the EMPLOYMENT AGREEMENT, the School Board shall afford the Division Superintendent a cost of living increase equivalent to the average total increase budgeted and paid to other employees of the School Board for that year. For each year thereafter, the new salary for the Division Superintendent shall be calculated by increasing his current salary by such average total increase for that fiscal year.

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, July 1, 2014, July 1, 2015, July 1, 2016 and July 1, 2017, remain unchanged and continue in full force and effect, as modified only by this Amendment and Certification.

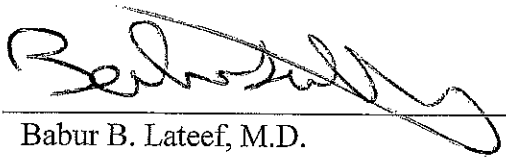
IN WITNESS WHEREOF, the Prince William County School Board has caused five originals of this Amendment and Certification to be executed on its behalf by its Chairman, in accordance with action by the School Board authorizing such execution on June 20, 2018, and the Division Superintendent has executed the five originals of this Agreement.

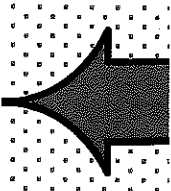
EXECUTED this 18 day of June, 2018.

ATTEST:



Mary McGowan
Division Counsel

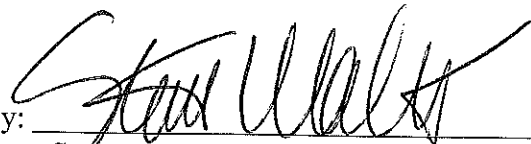
By:

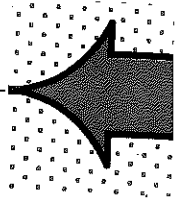

Babur B. Lateef, M.D.
Interim Chairman At-Large
Prince William County School Board



ATTEST:


Deborah Urban
Clerk to the School Board

By: 
Steven L. Walts
Superintendent of Schools



Attachment: Minutes of the June 20, 2018 Meeting of the Prince William County
School Board