

**EMPLOYMENT AGREEMENT BETWEEN  
THE GOVERNING BOARD OF THE  
PASADENA AREA COMMUNITY COLLEGE DISTRICT  
AND DR. ERIKA A. ENDRIJONAS  
AS SUPERINTENDENT/PRESIDENT OF THE DISTRICT**

This Agreement is made effective the 22nd day of January, 2019, by and between the Governing Board of the Pasadena Area Community College District ("District" or "Board") and Erika A. Endrijonas, Ph.D. ("Superintendent/President" or "Dr. Endrijonas").

1. Term. The District hereby employs Dr. Endrijonas for the period beginning January 22, 2019, and ending on June 30, 2022, subject to the terms and conditions set forth below. Dr. Endrijonas is an academic employee as defined in Education Code section 87001(a), an educational administrator as defined in Education Code section 87002(b), and a management employee as defined by Government Code section 3540.1(g). Upon the Governing Board's issuance of an overall satisfactory evaluation pursuant to Section 7, below, for any fiscal year of this Agreement, the term of this Agreement shall be extended by a period of one (1) year, said extension to be effective as of the July 1 following the conclusion of the fiscal year in question. On an annual basis, each such extension shall be memorialized by a written amendment to this Agreement

2. Salary. Beginning January 22, 2019, Dr. Endrijonas's annual salary shall be \$300,000.00. Effective July 1, 2020 Dr. Endrijonas's annual salary shall be \$315,000.00. Effective July 1, 2021, Dr. Endrijonas's annual salary shall be \$330,000.00. The salary shall be payable in approximately equal monthly installments. The salary shall be prorated in any year in which Dr. Endrijonas works less than a full year. The Board retains the right to increase Dr. Endrijonas's annual salary during the term of this Agreement. Such adjustments shall be in the sole discretion of the Board. A change in salary shall not constitute the creation of a new contract nor extend the termination date of this Agreement.

3. Tax Sheltered Annuity. Beginning in February 1, 2019, and for the remainder of the term of this Agreement, the District shall contribute \$5,000.00 annually into a tax sheltered annuity on behalf of Dr. Endrijonas. This contribution is in addition to Dr. Endrijonas's salary and shall be made in 12 equal installments of \$416.67. If Dr. Endrijonas works less than a full year, no annuity contribution will be made for any month in which she does not work the entire month for the District. The tax sheltered annuity shall be selected by Dr. Endrijonas and must be qualified under section 403(b) of the Internal Revenue Code, and all contributions thereto are subject to the provisions and limitations of the Internal Revenue Code and other federal and state laws and regulations. Dr. Endrijonas recognizes that contributions to a tax sheltered annuity may not be deemed creditable compensation for purposes of retirement. Benefits. Dr. Endrijonas shall be entitled to the same benefits, including medical, dental, vision and life insurance benefits, and to sick leave, provided by the District to all twelve-month educational administrators during each year of service. Full pay sick leave of

one day per month may be accumulated from year to year without limit. Dr. Endrijonas shall be entitled to pay for holidays on the same basis as all twelve-month educational administrators during each year of service.

5. Vacation. Dr. Endrijonas shall earn and accrue 24 days of vacation for each year of service rendered. No more than 48 days of vacation time may be accumulated at any one time. When 48 days of unused vacation have accumulated, vacation accrual will cease until Dr. Endrijonas uses vacation so as to bring the accrued amount below 48 days. Vacation must be scheduled at a time convenient to the Board and the operations of the District. If Dr. Endrijonas will be absent on vacation for more than ten working days, Dr. Endrijonas must request authorization from the Board President. At time of separation, accumulated vacation, if any, up to a maximum of 48 days will be paid at the current per diem rate of Dr. Endrijonas's salary.

6. Duties and Responsibilities. Dr. Endrijonas, while serving as Superintendent/President of the District, shall be the Chief Executive Officer of the District and the Secretary to the Board of Trustees. She shall have all powers and perform all duties of the position as provided by law or Board Policy, subject to Board approval where required by law or Board Policy, which approval shall not be unreasonably withheld. Dr. Endrijonas shall use her best efforts and shall devote all time necessary to perform such duties.

7. Evaluation. Dr. Endrijonas shall be evaluated annually by the Board in accordance with Bylaw No. 2435. The annual evaluation shall be based upon Dr. Endrijonas's goals and objectives as agreed by Dr. Endrijonas and the Board and carried out pursuant to Bylaw No. 2435. Dr. Endrijonas and the Board shall agree on a timeline and process for the annual evaluation. If no agreement is reached on a timeline and process for the annual evaluation, the Board shall establish the timeline and process for the annual evaluation process. A failure to timely or properly evaluate Dr. Endrijonas shall not extend the term of this Agreement or constitute a violation of this Agreement. A failure to evaluate Dr. Endrijonas shall not preclude the Board from giving notice of termination in accordance with Section 9 of this Agreement.

8. Expenses. The District shall reimburse Dr. Endrijonas for documented actual and necessary expenses incurred within the scope of her employment, including, but not limited to, business-related travel (lodging, meals, parking, tolls); the costs of membership in community service and professional organizations, including professional dues and expenses, and the costs of attendance at meetings or events of peer, business, or civic organizations. The District has a membership in the Athenaeum at Caltech in Pasadena, and Dr. Endrijonas shall be entitled to use that facility for dining, meetings, and other professional events. All such expenses shall be as permitted by District policy or incurred with prior approval of the Board. The District shall provide Dr. Endrijonas a credit card for District-related expenditures. Use of the District credit card is subject to applicable Board Policies and the procedures of the District's business office.

9. Termination.

A. Mutual Consent. This Agreement may be terminated by the mutual agreement of the parties in writing at any time. The party initiating termination by mutual agreement shall give at least 30 days' written notice to the other party of the desire to terminate the Agreement.

B. Non-renewal of the Agreement by District. The Board may elect not to renew this Agreement for any reason by providing written notice to Dr. Endrijonas in accordance with Education Code section 72411 and other applicable law. If notice is not provided as required by Education Code section 72411(c), this Agreement shall be extended for one additional year. This subparagraph is a knowing and voluntary waiver of any longer extension of this Agreement pursuant to any interpretation of Education Code section 72411.

At least nine months prior to the end of the term of this Agreement, Dr. Endrijonas shall, in writing, remind the Board of the District's obligation to give written notice pursuant to this subparagraph. Failure by Dr. Endrijonas to provide this reminder to the Board shall invalidate the notice requirement under this subparagraph and shall operate as a waiver of the automatic renewal provision in Education Code section 72411.

C. Termination Without Cause. Notwithstanding any other provision of law or of this Agreement, the Board may, unilaterally and without cause or a hearing, terminate this Agreement upon giving of 30 days' prior written notice. In consideration for exercise of this right, the District shall pay to the Superintendent/President, for the remainder of the unexpired term of this contract or for 18 months, whichever is less, a monthly sum equal to Dr. Endrijonas's gross monthly salary at the salary rate in effect during her last month of service. In addition, Dr. Endrijonas shall be entitled to receive health and welfare benefits at the District's expense for an amount of time commensurate with the amount of time to which Dr. Endrijonas is entitled to the above described payment, or until Dr. Endrijonas finds other employment which provides health and welfare benefits, whichever occurs first. The parties agree that this paragraph is to be construed in a manner consistent with the requirements of Government Code section 53260 et seq. The parties further agree that this sum constitutes liquidated damages in recognition of the extreme difficulty of determining actual damages to Dr. Endrijonas resulting from the contract's termination without cause. These liquidated damages represent Dr. Endrijonas's sole and exclusive remedy for any and all damages, known or unknown, tort, contract or otherwise, flowing from the termination of Dr. Endrijonas's employment with the District. The parties recognize that upon payment of the liquidated damages sum, Dr. Endrijonas will be foreclosed from bringing any action or proceeding of any nature against the District.

D. Termination for Cause. The Board may terminate Dr. Endrijonas's contract at any time for cause. If the Board determines, at its sole discretion, that there is cause to terminate Dr. Endrijonas's employment with the District, it may do so upon 30 days' written notice to Dr. Endrijonas. The notice shall include a statement of the factual reasons for termination, and shall notify Dr. Endrijonas that she may respond to the Board, orally or in writing, regarding the causes. Any such response shall be made to the Board no later than the next regular meeting of the Board following issuance of the written notice of termination.

Thereafter, the Board's decision regarding dismissal will be final. The right to respond to the Board is Dr. Endrijonas's exclusive right to any hearing or process if the Board invokes the termination provisions of this subparagraph. Dr. Endrijonas may have an attorney present, at her own expense, to assist her at any meeting with the Board following receipt of written notice of termination for cause

E. Reimbursement of Cash Settlement: Notwithstanding any other provision of this Agreement, and as mandated by Government Code section 53243 et seq., in the event the Superintendent/President is convicted of a crime constituting "abuse of office," the Superintendent/President shall reimburse the District to the fullest extent mandated by Government Code section 53243 et seq. (i.e. for paid leave time, criminal defense expenditures, or any cash settlement). In the event of such conviction, the District shall make no payments barred by Government Code section 53243 et seq.

10. Venue. This Agreement and the rights and obligations of the parties shall be construed and enforced in accordance with the laws of the State of California. The parties agree that, in the event of litigation, venue shall be the appropriate court located in Los Angeles County, California.

11. Agreement to Mediation. The parties agree that prior to initiation of any litigation over any dispute about matters covered by this Agreement, they will submit to voluntary mediation in accordance with procedures to be mutually agreed upon by them. Nothing herein shall be construed to relieve either party or be deemed to constitute a waiver by either party of their respective rights and obligations under Government Code section 810 et seq.

12. Severability. If any term or provision of this Agreement is, to any extent, held by a court of competent jurisdiction to be invalid, or unenforceable, the remaining terms and provisions of this Agreement shall continue in full force and effect.

13. Construction. This Agreement shall not be construed more strongly against either party regardless of who is responsible for its preparation.

14. Entire Agreement. This Agreement constitutes the entire agreement and understanding between the parties. There are no oral understandings, terms or conditions, and neither party has relied upon any representation, express or implied not contained in this Agreement.

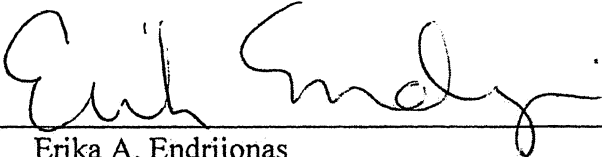
15. No Assignment. This is an agreement for personal services. Dr. Endrijonas may not assign or transfer any rights granted or obligations assumed under this Agreement.

16. Modification. This Agreement cannot be changed or supplemented orally. No amendment, addition, deletion and/or change to the Agreement shall be valid or enforceable unless it is set forth in a written instrument executed by both parties. Board Approval. The parties recognize that the effectiveness of this Agreement is contingent upon approval by the District's Governing Board.

18. Binding Effect. This Agreement shall be for the benefit of and shall be binding upon all parties and their respective heirs, successors and assigns.

19. Execution of Other Documents. All parties to this Agreement shall cooperate fully in the execution of any other documents and in contemplation of any additional action that may be necessary or appropriate to give full force and effect to the terms of this Agreement.

**ERIKA A. ENDRIJONAS, Ph.D., SUPERINTENDENT/PRESIDENT**

By:   
Erika A. Endrijonas

Dated: 1/9/19

**PASADENA AREA COMMUNITY COLLEGE DISTRICT**

By:   
Anthony M. Fellow, Board President  
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Dated: 1-16-19

**AMENDMENT TO CONTRACT EMPLOYMENT  
OF THE SUPERINTENDENT/PRESIDENT BY THE  
PASADENA AREA COMMUNITY COLLEGE DISTRICT**

During the regular meeting of the Pasadena Area College District Board of Trustees on July 21, 2021, the following provision of the Agreement for Employment between the District and Dr. Erika A. Endrijonas ("Superintendent/President" or "Dr. Endrijonas") were modified. The Board of Trustees affirms that the other provisions of the Agreement for Employment executed on January 9, 2019, remain in full force and effect.

This Amendment and modification to the original Agreement for Employment shall be as follows:

**1. TERM OF EMPLOYMENT**

The Board of Trustees ("Board") agrees and does hereby employ Dr. Endrijonas as the Superintendent/President of the District pursuant to this Agreement. The term of Dr. Endrijonas' Contract for Employment as Superintendent/President shall be extended from June 30, **2023** to June 30, **2024**.

**2. VACATION**


Paragraph 5 (Vacation) of the Agreement for Employment executed January 9, 2019 is incorporated by reference herein. During the 2020-2021 school year, Dr. Endrijonas was unable to take accrued vacation leave due to the pandemic. For the 2021-2022 school year only, Dr. Endrijonas may request and be granted the option to exercise a one-time cash out of up to three weeks (**fifteen** days) of accrued vacation leave not redeemed during the 2020-2021 school year. With the exception of this one time, Paragraph 5 of the Agreement for Employment executed January 9, 2019, remains in full force and effect.

**IN WITNESS WHEREOF**, the parties have executed this Amendment to the Agreement for Employment as a confirmation to Board of Trustees action taken and recorded during its regular meeting on July 21, 2021 and affix their signature hereto.

**FOR THE BOARD OF TRUSTEES:**

**SUPERINTENDENT/PRESIDENT**

  
Berlinda Brown, Board President

  
Erika A. Endrijonas, Ph.D.

7/30/2021  
Date

7/30/21  
Date