

**TWELFTH AMENDMENT TO CONTRACT EMPLOYMENT  
OF THE PRESIDENT/SUPERINTENDENT  
CERRITOS COMMUNITY COLLEGE DISTRICT**

This Twelfth Amendment is made and entered into this 16th day of July, 2025, by and between the Cerritos Community College District Board of Trustees (“Board”) and Dr. Jose L. Fierro, President/Superintendent (“President”).

At its regular meeting on July 16, 2025, the Board approved the following modifications to the Employment Agreement originally executed on June 3, 2015, together with all subsequent amendments, which shall remain in full force and effect except as specifically modified below.

**1. TERM OF EMPLOYMENT**

The Board of Trustees (“Board”) agrees and does hereby employ Dr. Jose L. Fierro as the President/Superintendent (collectively “President”) of the District pursuant to this Agreement. The term of Dr. Jose L. Fierro’s Contract for Employment as President/Superintendent shall be extended from June 30, 2028 to June 30, 2029.

**2. SALARY**

The President shall receive a 3.3 percent salary increase to the base salary of the President, the equivalent of the Step increase provided to senior administrative personnel assigned to the Contract Management Employees Salary Schedule effective July 1, 2025, and an additional 3.3 percent salary increase to the base salary of the President, effective July 1, 2026.

**3. RETENTION INCENTIVE**

Subject to satisfactory annual performance evaluations, the President shall receive a one-time retention incentive in the amount of Eighty Thousand Dollars (\$80,000) at the conclusion of Year 4 of this agreement, specifically on or after June 30, 2029. This one-time payment is not applicable to the President's base salary. The one-time payment is to be applied to an account of the President’s choosing.

In the event the District terminates this agreement without cause at any time prior to June 30, 2029, and the President has received satisfactory annual performance evaluations prior to the termination of the contract, the full retention bonus of \$80,000 shall be paid to the President.

**4. EARLY OPTION TO RECEIVE RETENTION INCENTIVE**

If the President elects to terminate this agreement in Year 3 (i.e., during the 2027–2028 fiscal year), he shall be entitled to seventy-five percent (75%) of the \$80,000 retention incentive, provided that:

- The President has received satisfactory annual performance evaluations, and
- Written notice of the intent to terminate is submitted to the Board as early as possible.

**FOR THE BOARD OF TRUSTEES:**

**PRESIDENT/SUPERINTENDENT**

  
Mariana Pacheco (Jul 30, 2025 09:07:11 PDT)  
Mariana Pacheco, Board President

  
Jose Fierro (Jul 29, 2025 12:44:15 PDT)  
Jose L. Fierro, DVM, Ph.D.

Jul 30, 2025  
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Date

Jul 29, 2025  
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Date