

**NEWTOWN PUBLIC SCHOOLS
EMPLOYMENT AGREEMENT**

This agreement is made and entered into between **THE NEWTOWN BOARD OF EDUCATION** (hereinafter called the BOARD) and **CARMELLA AMODEO**, its Digital Applications Support Specialist (hereinafter called the EMPLOYEE) for the period **February 22, 2021 to June 30, 2021.**

1. **BOARD RIGHTS**

The BOARD shall continue to retain its rights, powers, and authorities so vested by law, unless specifically limited by the express provisions of this agreement.

2. **GENERAL PROVISIONS**

- A. This agreement shall be deemed severable, and any part hereof which may be held invalid by a court or other entity of competent jurisdiction shall be deemed automatically excluded from this agreement and the remaining parts shall remain in full force and effect.
- B. This agreement contains the entire understanding of the parties hereto and constitutes the only agreement between the BOARD and the EMPLOYEE regarding the employment of the EMPLOYEE by the BOARD. This agreement supersedes all prior agreements, either expressed or implied, between the parties hereto regarding the employment of the EMPLOYEE by the BOARD.
- C. None of the terms or conditions of this agreement shall be amended or modified unless expressly consented to in writing and signed by each of the parties hereto.
- D. This agreement shall be governed by and construed under the laws of the State of Connecticut.

3. **WORK YEAR**

The work year shall be defined as **fifty-two weeks**. The EMPLOYEE works 6/10 of a full-time position.

4. **COMPENSATION**

The BOARD agrees to pay the EMPLOYEE at the rate of **\$48,000** per annum (prorated for a February 22, 2021 start date.) This does not preclude any agreement for additional compensation at a rate to be determined by the BOARD for special circumstances arising from abnormal working conditions. Any additional compensation must be authorized specifically by the Superintendent of Schools in advance of work to be performed.

5. **FRINGE BENEFITS**

- A. A High Deductible Health Plan (HDHP), with a Health Savings Account (HSA) feature, with an EMPLOYEE annual contribution of **17%** and a dental plan with an EMPLOYEE contribution rate of **21.5%**. This contribution will be deducted in bi-weekly installments.
- B. Life insurance and AD&D policy in the amount of **\$48,000** at no cost to the EMPLOYEE.
- C. Long-term disability insurance in the amount equal to that given to district administrators and directors. The EMPLOYEE shall be responsible for any premium share in the same amount assessed to district administrators and directors.

6. SICK DAYS

Eleven sick days shall be allowed annually, (prorated for a February 22, 2021 start date), cumulative to a maximum of 150 days, with full pay for absence due to personal illness. There shall be no entitlement to compensation for unused sick days upon termination of employment, whether voluntary or involuntary.

7. PERSONAL DAYS/BEREAVEMENT

A. **Two** personal days shall be allowed annually with full pay (prorated for a February 22, 2021 start date.) Personal days are separate from sick days. Unused personal days cannot be accrued and are only for personal business that must be addressed during work time, i.e., doctor's appointments and legal matters. . It is expressly agreed that such days are not to be used for extension of vacation periods, holidays or recreation.

B. **Three** days bereavement following a death in the EMPLOYEE'S household or immediate family. For the purposes of this section, immediate family shall be defined as spouse, child, parent, guardian, grandparent, sibling and in-laws.

8. VACATION

Twelve days of paid vacation will be accrued annually, (prorated for a February 22, 2021 start date), earned at the rate of 1.0 day per month for use as accrued. This is the maximum number of days that will be allotted under this contract. Vacation time must be approved in advance by the Superintendent of Schools. If it is not possible to take earned vacation by June 30 of any fiscal year, time remaining may be carried into the next period with approval of the Superintendent of Schools, up to a maximum of 20 days accumulated carryover into the 2021-22 school year.

No more than 12 earned vacation days will be paid out upon retirement, resignation or termination.

9. HOLIDAYS

There will be **eight** paid floating holidays each year (prorated for a February 22, 2021 start date), as determined by mutual agreement made in advance with the Superintendent of Schools.

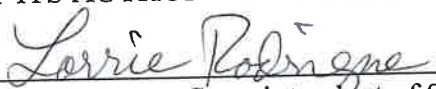
10. CAR ALLOWANCE

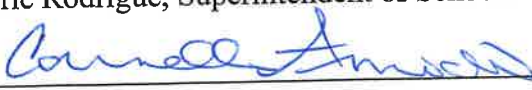
EMPLOYEE shall be paid the established IRS rate per mile as reimbursement for the use of her personal vehicle to perform her job. Mileage driven to and from home and work is not reimbursable.

11. TERMINATION

The parties may, by mutual consent, terminate this agreement at any time, or otherwise with thirty days written notice. The BOARD may terminate this agreement at any time with just cause.

THE BOARD OF EDUCATION
BY ITS AUTHORIZED REPRESENTATIVE:


Lorrie Rodriguez, Superintendent of Schools


Carmella Amodeo, Employee

2-22-21
Date

2-24-21
Date

**NEWTOWN PUBLIC SCHOOLS
EMPLOYMENT AGREEMENT**

This agreement is made and entered into between **THE NEWTOWN BOARD OF EDUCATION** (hereinafter called the BOARD) and **JENNIFER ARNOLD**, its Director of Continuing Education (hereinafter called the EMPLOYEE) for the period **July 1, 2020 to June 30, 2021**.

1. BOARD RIGHTS

The BOARD shall continue to retain its rights, powers, and authorities so vested by law, unless specifically limited by the express provisions of this agreement.

2. GENERAL PROVISIONS

A. This agreement shall be deemed severable, and any part hereof which may be held invalid by a court or other entity of competent jurisdiction shall be deemed automatically excluded from this agreement and the remaining parts shall remain in full force and effect.

B. This agreement contains the entire understanding of the parties hereto and constitutes the only agreement between the BOARD and the EMPLOYEE regarding the employment of the EMPLOYEE by the BOARD. This agreement supersedes all prior agreements, either express or implied, between the parties hereto regarding the employment of the EMPLOYEE by the BOARD.

C. None of the terms or conditions of this agreement shall be amended or modified unless expressly consented to in writing and signed by each of the parties hereto.

D. This agreement shall be governed by and construed under the laws of the State of Connecticut.

3. WORK YEAR

The work year shall be defined as **fifty-two weeks**.

4. COMPENSATION

The BOARD agrees to pay the EMPLOYEE at the rate of **\$50,469** per annum. This does not preclude any agreement for additional compensation at a rate to be determined by the BOARD for special circumstances arising from abnormal working conditions. Any additional compensation must be authorized specifically by the Superintendent of Schools in advance of work to be performed.

5. FRINGE BENEFITS

A. A High Deductible Health Plan (HDHP), with a Health Savings Account (HSA) feature, with an EMPLOYEE annual contribution rate of **17%** and a dental plan with an EMPLOYEE contribution rate of **21.5%**. This contribution will be deducted in bi-weekly installments.

B. Life insurance and AD&D policy in the amount of **\$50,000** at no cost to the EMPLOYEE.

6. SICK DAYS

Eighteen sick days shall be allowed annually, cumulative to a maximum of 150 days, with full pay for absence due to personal illness. There shall be no entitlement to compensation for unused sick days upon termination of employment, whether voluntary or involuntary.

7. PERSONAL DAYS/BEREAVEMENT

- A. **Three** personal days shall be allowed annually with full pay. Personal days are separate from sick days. Unused personal days cannot be accrued and are only for personal business that must be addressed during work time, e.g., doctor's appointments and legal matters. It is expressly agreed that such days are not to be used for extension of vacation periods, holidays or recreation.
- B. **Five** days bereavement following a death in the EMPLOYEE'S household or immediate family. For the purposes of this section, immediate family shall be defined as spouse, child, parent, guardian, grandparent, sibling and in-laws.

8. VACATION

Ten days of paid vacation will be accrued annually, earned at the rate of .84 days per month for use as accrued. Vacation time must be approved in advance by the Assistant Superintendent of Schools or the Superintendent of Schools. If it is not possible to take earned vacation by June 30 of any fiscal year, time remaining may be carried into the next period with approval of the Superintendent of Schools, up to a maximum of ten days accumulated carryover.

No more than ten earned vacation days will be paid out upon retirement, resignation or termination.

9. HOLIDAYS

There will be **thirteen** paid holidays each year. There are ten specified holidays, as listed below, and three floating holidays. The paid holidays are:

New Year's Day, Martin Luther King Day, President's Day, Good Friday, Memorial Day
Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving Day, and Christmas Day

Additionally, if Christmas Eve is a scheduled work day, and EMPLOYEE works a half-day Christmas Eve morning, EMPLOYEE may take the afternoon off without a deduction in pay. If EMPLOYEE takes the entire day of Christmas Eve off, EMPLOYEE must use a full-day floating holiday, or a vacation day.

10. CAR ALLOWANCE

EMPLOYEE shall be paid the established IRS rate per mile as reimbursement for the use of his personal vehicle to perform his job. Mileage driven to and from home and work is not reimbursable.

11. TERMINATION

The parties may, by mutual consent, terminate this agreement at any time, or with thirty days written notice. The Board may terminate this agreement at any time with cause.

THE BOARD OF EDUCATION
BY ITS AUTHORIZED REPRESENTATIVE:


Dr. Lorrie Rodrigue, Superintendent of Schools

6-22-20
Date


Jennifer Arnold, Employee

6-24-2020
Date

**NEWTOWN PUBLIC SCHOOLS
EMPLOYMENT AGREEMENT**

This agreement is made and entered into between **THE NEWTOWN BOARD OF EDUCATION** (hereinafter called the BOARD) and **BJORN BURKE**, its Assistant Director of Business, (hereinafter called the EMPLOYEE) for the period **November 23, 2020 to June 30, 2021**.

1. BOARD RIGHTS

The BOARD shall continue to retain its rights, powers, and authorities so vested by law, unless specifically limited by the express provisions of this agreement.

2. GENERAL PROVISIONS

A. This agreement shall be deemed severable, and any part hereof which may be held invalid by a court or other entity of competent jurisdiction shall be deemed automatically excluded from this agreement and the remaining parts shall remain in full force and effect.

B. This agreement contains the entire understanding of the parties hereto and constitutes the only agreement between the BOARD and the EMPLOYEE regarding the employment of the EMPLOYEE by the BOARD. This agreement supersedes all prior agreements, either express or implied, between the parties hereto regarding the employment of the EMPLOYEE by the BOARD.

C. None of the terms or conditions of this agreement shall be amended or modified unless expressly consented to in writing and signed by each of the parties hereto.

D. This agreement shall be governed by and construed under the laws of the State of Connecticut.

3. WORK YEAR

The work year shall be defined as **fifty-two weeks**.

4. COMPENSATION

The BOARD agrees to pay the EMPLOYEE at the rate of **\$83,000** per annum (prorated to \$50,245 for a November 23, 2020, start date). This does not preclude any agreement for additional compensation at a rate to be determined by the BOARD for special circumstances arising from abnormal working conditions. Any additional compensation must be authorized specifically by the Director of Business in advance of work to be performed.

5. FRINGE BENEFITS

A. A High Deductible Health Plan (HDHP), with a Health Savings Account (HSA) feature, with an EMPLOYEE annual contribution of **17%** and a dental plan with an EMPLOYEE contribution rate of **21.5%**. This contribution will be deducted in bi-weekly installments.

B. Life insurance and AD&D policy in the amount of **\$83,000** at no cost to the EMPLOYEE.

C. Long Term Disability as provided for other clerical employees at no cost to the EMPLOYEE.

6. SICK DAYS

Eighteen sick days shall be allowed annually (prorated to 10 ½ days for a November 23, 2020, start date), cumulative to a maximum of 150 days, with full pay for absence due to personal illness. There shall be no entitlement to compensation for unused sick days upon termination of employment, whether voluntary or involuntary.

7. PERSONAL DAYS/BEREAVEMENT

- A. **Three** personal days shall be allowed annually with full pay (prorated to 2 days with a November 23, 2020, start date). Personal days are separate from sick days. Unused personal days cannot be accrued and are only for personal business that must be addressed during work time, e.g., doctor's appointments and legal matters. It is expressly agreed that such days are not to be used for extension of vacation periods, holidays or recreation.
- B. **Five** days bereavement following a death in the EMPLOYEE'S household or immediate family. For the purposes of this section, immediate family shall be defined as spouse, child, parent, guardian, grandparent, sibling and in-laws.

8. VACATION

Ten days of paid vacation will be accrued annually, earned at the rate of .84 days per month for use as accrued. Vacation time must be approved in advance by the Director of Business. If it is not possible to take earned vacation by June 30 of any fiscal year, time remaining may be carried into the next period with approval of the Director of Business, up to a maximum of ten days accumulated carryover.

No more than ten earned vacation days will be paid out upon retirement, resignation or termination.

9. HOLIDAYS

There will be **thirteen** paid holidays each year. There are ten specified holidays, as listed below, and three floating holidays (prorated to one day, with a November 23, 2020, start date). The paid holidays are: New Year's Day, Martin Luther King Day, President's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving Day, and Christmas Day

Additionally, if Christmas Eve is a scheduled work day, and EMPLOYEE works a half-day Christmas Eve morning, EMPLOYEE may take the afternoon off without a deduction in pay. If EMPLOYEE takes the entire day of Christmas Eve off, EMPLOYEE must use a full-day floating holiday, or a vacation day.

10. CAR ALLOWANCE

EMPLOYEE shall be paid the established IRS rate per mile as reimbursement for the use of his personal vehicle to perform his job. Mileage driven to and from home and work is not reimbursable.


11. TERMINATION

The parties may, by mutual consent, terminate this agreement at any time, or with thirty days written notice. The Board may terminate this agreement at any time with just cause.

THE BOARD OF EDUCATION
BY ITS AUTHORIZED REPRESENTATIVE:



Tanja Vadas, Director of Business



Bjorn Burke, Employee

11/9/2020

Date

11/14/2020

Date

**NEWTOWN PUBLIC SCHOOLS
EMPLOYMENT AGREEMENT**

This agreement is made and entered into between **THE NEWTOWN BOARD OF EDUCATION** (hereinafter called the BOARD) and **DENNIS COLCLOUGH**, its Director of Technology (hereinafter called the EMPLOYEE) for the period on or about **February 22, 2021 to June 30, 2021**.

1. **BOARD RIGHTS**

The BOARD shall continue to retain its rights, powers, and authorities so vested by law, unless specifically limited by the express provisions of this agreement.

2. **GENERAL PROVISIONS**

A. This agreement shall be deemed severable, and any part hereof which may be held invalid by a court or other entity of competent jurisdiction shall be deemed automatically excluded from this agreement and the remaining parts shall remain in full force and effect.

B. This agreement contains the entire understanding of the parties hereto and constitutes the only agreement between the BOARD and the EMPLOYEE regarding the employment of the EMPLOYEE by the BOARD. This agreement supersedes all prior agreements, either express or implied, between the parties hereto regarding the employment of the EMPLOYEE by the BOARD.

C. None of the terms or conditions of this agreement shall be amended or modified unless expressly consented to in writing and signed by each of the parties hereto.

D. This agreement shall be governed by and construed under the laws of the State of Connecticut.

3. **WORK YEAR**

The work year shall be defined as **fifty-two weeks**.

4. **COMPENSATION**

The BOARD agrees to pay the EMPLOYEE at the rate of **\$139,500** per annum (prorated to \$49,707 for an approximate February 22, 2021, start date). This does not preclude any agreement for additional compensation at a rate to be determined by the BOARD for special circumstances arising from abnormal working conditions. Any additional compensation must be authorized specifically by the Superintendent of Schools in advance of work to be performed.

5. **FRINGE BENEFITS**

A. A High Deductible Health Plan (HDHP), with a Health Savings Account (HSA) feature, with an EMPLOYEE annual contribution of 17% and a dental plan with an EMPLOYEE contribution rate of 21.5%. This contribution will be deducted in bi-weekly installments.

B. Life insurance and AD&D policy in the amount of **\$200,000** at no cost to the EMPLOYEE.

C. Long-term disability insurance in the amount equal to that given to district administrators and directors. The EMPLOYEE shall be responsible for any premium share in the same amount assessed to district administrators and directors.

6. **SICK DAYS**

Eighteen sick days shall be allowed annually (prorated to six sick days for an approximate February 22, 2021, start date), cumulative to a maximum of 150 days, with full pay for absence due to personal illness. There shall be no entitlement to compensation for unused sick days upon termination of employment, whether voluntary or involuntary.

7. PERSONAL DAYS/BEREAVEMENT

- A. **Three** personal days shall be allowed annually with full pay (prorated to one personal day for an approximate February 22, 2021, start date). Personal days are separate from sick days. Unused personal days cannot be accrued and are only for personal business that must be addressed during work time, e.g., doctor's appointments and legal matters. It is expressly agreed that such days are not to be used for extension of vacation periods, holidays or recreation.
- B. **Five** days bereavement following a death in the EMPLOYEE'S household or immediate family. For the purposes of this section, immediate family shall be defined as spouse, child, parent, guardian, grandparent, sibling and in-laws.

8. VACATION

Fifteen days of paid vacation will be accrued annually, earned at the rate of 1.25 days per month for use as accrued. Vacation time must be approved in advance by the Superintendent of Schools. If it is not possible to take earned vacation by June 30 of any fiscal year, time remaining may be carried into the next period with approval of the Superintendent of Schools, up to a maximum of fifteen days accumulated carryover.

No more than fifteen earned vacation days will be paid out upon retirement, resignation or termination.

9. HOLIDAYS

There will be **thirteen** paid holidays each year. There are ten specified holidays, as listed below, and three floating holidays (prorated to one floating holiday for an approximate February 22, 2021, start date). The paid holidays are:

New Year's Day, Martin Luther King Day, President's Day, Good Friday, Memorial Day
Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving Day, and Christmas Day

Additionally, if Christmas Eve is a scheduled work day, and EMPLOYEE works a half-day Christmas Eve morning, EMPLOYEE may take the afternoon off without a deduction in pay. If EMPLOYEE takes the entire day of Christmas Eve off, EMPLOYEE must use a full-day floating holiday, or a vacation day.


10. CAR ALLOWANCE

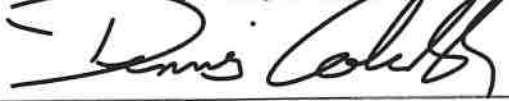
EMPLOYEE shall be paid \$300 per month, or \$3,600 annually for the use of his personal vehicle during performance of his job responsibilities.

11. TERMINATION

The parties may, by mutual consent, terminate this agreement at any time, or with thirty days written notice. The Board may terminate this agreement at any time with just cause.

THE BOARD OF EDUCATION
BY ITS AUTHORIZED REPRESENTATIVE:


Dr. Lorrie Rodrigue, Superintendent of Schools


Dennis Colclough, Employee

1-20-21
Date

22 Jan 2021
Date

**NEWTOWN PUBLIC SCHOOLS
EMPLOYMENT AGREEMENT**

This agreement is made and entered into between **THE NEWTOWN BOARD OF EDUCATION** (hereinafter called the BOARD) and **Anne Dalton**, its School Nurse Health Supervisor (hereinafter called the EMPLOYEE) for the period **July 1, 2020 to June 30, 2021**.

1. BOARD RIGHTS

The BOARD shall continue to retain its rights, powers, and authorities so vested by law, unless specifically limited by the express provisions of this agreement.

2. GENERAL PROVISIONS

- A. This agreement shall be deemed severable, and any part hereof which may be held invalid by a court or other entity of competent jurisdiction shall be deemed automatically excluded from this agreement and the remaining parts shall remain in full force and effect.
- B. This agreement contains the entire understanding of the parties hereto and constitutes the only agreement between the BOARD and the EMPLOYEE regarding the employment of the EMPLOYEE by the BOARD. This agreement supersedes all prior agreements, either express or implied, between the parties hereto regarding the employment of the EMPLOYEE by the BOARD.
- C. None of the terms or conditions of this agreement shall be amended or modified unless expressly consented to in writing and signed by each of the parties hereto.
- D. This agreement shall be governed by and construed under the laws of the State of Connecticut.

3. WORK YEAR

The work year shall be defined as **191 days**.

4. COMPENSATION

The BOARD agrees to pay the EMPLOYEE at the rate of **\$75,110** per annum. This does not preclude any agreement for additional compensation at a rate to be determined by the BOARD for special circumstances arising from abnormal working conditions. Any additional compensation must be authorized specifically by the Director of Pupil Services in advance of work to be performed.

5. FRINGE BENEFITS

- A. A High Deductible Health Plan (HDHP), with a Health Savings Account (HRA) feature, with an EMPLOYEE annual contribution of **17%** and a dental plan with an EMPLOYEE contribution rate of **21.5%**. This contribution will be deducted in bi-weekly installments.
- B. Life insurance and AD&D policy in the amount of **\$100,000** at no cost to the EMPLOYEE. This amount is the maximum coverage the EMPLOYEE will receive under this contract. Malpractice insurance will be provided by the BOARD.

6. SICK DAYS

Fifteen sick days shall be allowed annually, cumulative to a maximum of 150 days, with full pay for absence due to personal illness. There shall be no entitlement to compensation for unused sick days upon termination of employment, whether voluntary or involuntary.

7. PERSONAL DAYS/BEREAVEMENT

A. **Three** personal days shall be allowed annually with full pay. Personal days are separate from sick days. Unused personal days cannot be accrued and are only for personal business that must be addressed during work time, e.g., doctor's appointments and legal matters. It is expressly agreed that such days are not to be used for extension of vacation periods, holidays or recreation.

B. **Five** days bereavement shall be granted following a death in the EMPLOYEE'S household or immediate family. For the purposes of this section, immediate family shall be defined as spouse, child, parent, guardian, grandparent, sibling and in-laws.

8. VACATION

EMPLOYEE neither works nor gets paid for school vacations.

9. HOLIDAYS

EMPLOYEE neither works nor gets paid for school holidays.

10. CAR ALLOWANCE

EMPLOYEE shall be paid the established IRS rate per mile as reimbursement for the use of his personal vehicle to perform his job. Mileage driven to and from home and work is not reimbursable.

11. TERMINATION

The parties may, by mutual consent, terminate this agreement at any time, or with thirty days written notice. The Board may terminate this agreement at any time with just cause.

THE BOARD OF EDUCATION
BY ITS AUTHORIZED REPRESENTATIVE:



Deborah Mailloux-Petersen
Director of Pupil Services

6-19-2020

Date



Ann Dalton, RN
Employee

7-1-20

Date

**NEWTOWN PUBLIC SCHOOLS
EMPLOYMENT AGREEMENT**

This agreement is made and entered into between **THE NEWTOWN BOARD OF EDUCATION** (hereinafter called the BOARD) and **SUZANNE D'ERAMO**, its Director of Human Resources (hereinafter called the EMPLOYEE) for the period **July 1, 2020 to June 30, 2021**.

1. BOARD RIGHTS

The BOARD shall continue to retain its rights, powers, and authorities so vested by law, unless specifically limited by the express provisions of this agreement.

2. GENERAL PROVISIONS

- A. This agreement shall be deemed severable, and any part hereof which may be held invalid by a court or other entity of competent jurisdiction shall be deemed automatically excluded from this agreement and the remaining parts shall remain in full force and effect.
- B. This agreement contains the entire understanding of the parties hereto and constitutes the only agreement between the BOARD and the EMPLOYEE regarding the employment of the EMPLOYEE by the BOARD. This agreement supersedes all prior agreements, either express or implied, between the parties hereto regarding the employment of the EMPLOYEE by the BOARD.
- C. None of the terms or conditions of this agreement shall be amended or modified unless expressly consented to in writing and signed by each of the parties hereto.
- D. This agreement shall be governed by and construed under the laws of the State of Connecticut.

3. WORK YEAR

The work year shall be defined as **fifty-two weeks**.

4. COMPENSATION

The BOARD agrees to pay the EMPLOYEE at the rate of **\$117,594** per annum. This does not preclude any agreement for additional compensation at a rate to be determined by the BOARD for special circumstances arising from abnormal working conditions. Any additional compensation must be authorized specifically by the Superintendent of Schools in advance of work to be performed.

5. FRINGE BENEFITS

- A. A High Deductible Health Plan (HDHP), with a Health Savings Account (HSA) feature, with an EMPLOYEE annual contribution of **17%** and a dental plan with an EMPLOYEE contribution rate of **21.5%**. This contribution will be deducted in bi-weekly installments.
- B. Life insurance and AD&D policy in the amount of **\$118,000** at no cost to the EMPLOYEE.
- C. Long-term disability insurance in the amount equal to that given to district administrators and directors. The EMPLOYEE shall be responsible for any premium share in the same amount assessed to district administrators and directors.

6. SICK DAYS

Eighteen sick days shall be allowed annually, cumulative to a maximum of 150 days, with full pay for absence due to personal illness. There shall be no entitlement to compensation for unused sick days upon termination of employment, whether voluntary or involuntary.

7. PERSONAL DAYS/BEREAVEMENT

- A. **Three** personal days shall be allowed annually with full pay. Personal days are separate from sick days. Unused personal days cannot be accrued and are only for personal business that must be addressed during work time, e.g., doctor's appointments and legal matters. It is expressly agreed that such days are not to be used for extension of vacation periods, holidays or recreation.
- B. **Five** days bereavement following a death in the EMPLOYEE'S household or immediate family. For the purposes of this section, immediate family shall be defined as spouse, child, parent, guardian, grandparent, sibling and in-laws.

8. VACATION

Twenty days of paid vacation will be accrued annually, earned at the rate of 1.67 days per month for use as accrued. This is the maximum number of days that will be allotted under this contract. Vacation time must be approved in advance by the Superintendent of Schools. If it is not possible to take earned vacation by June 30 of any fiscal year, time remaining may be carried into the next period with approval of the Superintendent of Schools, up to a maximum of twenty days accumulated carryover.

No more than twenty earned vacation days will be paid out upon retirement, resignation or termination.

9. HOLIDAYS

There will be **thirteen** paid holidays each year. There are ten specified holidays, as listed below, and three floating holidays. The paid holidays are:
New Year's Day, Martin Luther King Day, President's Day, Good Friday, Memorial Day
Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving Day, and Christmas Day

Additionally, if Christmas Eve is a scheduled work day, and EMPLOYEE works a half-day Christmas Eve morning, EMPLOYEE may take the afternoon off without a deduction in pay. If EMPLOYEE takes the entire day of Christmas Eve off, EMPLOYEE must use a full-day floating holiday, or a vacation day.

10. CAR ALLOWANCE

EMPLOYEE shall be paid the established IRS rate per mile as reimbursement for the use of his personal vehicle to perform his job. Mileage driven to and from home and work is not reimbursable.


11. TERMINATION

The parties may, by mutual consent, terminate this agreement at any time, or with thirty days written notice. The Board may terminate this agreement at any time with just cause.

THE BOARD OF EDUCATION
BY ITS AUTHORIZED REPRESENTATIVE:


Dr. Lorrie Rodrigue, Superintendent of Schools

6-22-20
Date


Suzanne D'Eramo, Employee

6-23-2020
Date

**NEWTOWN PUBLIC SCHOOLS
EMPLOYMENT AGREEMENT**

This agreement is made and entered into between **THE NEWTOWN BOARD OF EDUCATION** (hereinafter called the BOARD) and **PAUL DEVINE**, its Assistant Director of Facilities (hereinafter called the EMPLOYEE) for the period **July 1, 2020 to June 30, 2021**.

1. BOARD RIGHTS

The BOARD shall continue to retain its rights, powers, and authorities so vested by law, unless specifically limited by the express provisions of this agreement.

2. GENERAL PROVISIONS

- A. This agreement shall be deemed severable, and any part hereof which may be held invalid by a court or other entity of competent jurisdiction shall be deemed automatically excluded from this agreement and the remaining parts shall remain in full force and effect.
- B. This agreement contains the entire understanding of the parties hereto and constitutes the only agreement between the BOARD and the EMPLOYEE regarding the employment of the EMPLOYEE by the BOARD. This agreement supersedes all prior agreements, either express or implied, between the parties hereto regarding the employment of the EMPLOYEE by the BOARD.
- C. None of the terms or conditions of this agreement shall be amended or modified unless expressly consented to in writing and signed by each of the parties hereto.
- D. This agreement shall be governed by and construed under the laws of the State of Connecticut.

3. WORK YEAR

The work year shall be defined as **fifty-two weeks**.

4. COMPENSATION

The BOARD agrees to pay the EMPLOYEE at the rate of **\$84,736** per annum. This does not preclude any agreement for additional compensation at a rate to be determined by the BOARD for special circumstances arising from abnormal working conditions. Any additional compensation must be authorized specifically by the Director of Operations in advance of work to be performed.

5. FRINGE BENEFITS

- A. A High Deductible Health Plan (HDHP), with a Health Savings Account (HSA) feature, with an EMPLOYEE annual contribution of **17%** and a dental plan with an EMPLOYEE contribution rate of **21.5%**. This contribution will be deducted in bi-weekly installments.
- B. Life insurance and AD&D policy in the amount of **\$85,000** at no cost to the EMPLOYEE.
- C. Long-term disability insurance in the amount equal to that given to district administrators and directors. The EMPLOYEE shall be responsible for any premium share in the same amount assessed to district administrators and directors.

6. SICK DAYS

Eighteen sick days shall be allowed annually, cumulative to a maximum of 150 days, with full pay for absence due to personal illness. There shall be no entitlement to compensation for unused sick days upon termination of employment, whether voluntary or involuntary.

7. PERSONAL DAYS/BEREAVEMENT

- A. **Three** personal days shall be allowed annually with full pay. Personal days are separate from sick days. Unused personal days cannot be accrued and are only for personal business that must be addressed during work time, e.g., doctor's appointments and legal matters. It is expressly agreed that such days are not to be used for extension of vacation periods, holidays or recreation.
- B. **Five** days bereavement following a death in the EMPLOYEE'S household or immediate family. For the purposes of this section, immediate family shall be defined as spouse, child, parent, guardian, grandparent, sibling and in-laws.

8. VACATION

Twenty days of paid vacation will be accrued annually, earned at the rate of 1.67 days per month for use as accrued. Use of vacation time must be approved in advance by the Director of Operations. If it is not possible to take earned vacation by June 30 of any fiscal year, time remaining may be carried into the next period with approval of the Superintendent of Schools, up to a maximum of twenty days accumulated carryover.

No more than twenty earned vacation days will be paid out upon retirement, resignation or termination.

9. HOLIDAYS

There will be **thirteen** paid holidays each year. There are ten specified holidays, as listed below, and three floating holidays. The paid holidays are:

New Year's Day, Martin Luther King Day, President's Day, Good Friday, Memorial Day
Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving Day, and Christmas Day

Additionally, if Christmas Eve is a scheduled work day, and EMPLOYEE works a half-day Christmas Eve morning, EMPLOYEE may take the afternoon off without a deduction in pay. If EMPLOYEE takes the entire day of Christmas Eve off, EMPLOYEE must use a full-day floating holiday, or a vacation day.


10. CAR ALLOWANCE

EMPLOYEE shall be paid the established IRS rate per mile as reimbursement for the use of his personal vehicle to perform his job. Mileage driven to and from home and work is not reimbursable.

11. TERMINATION

The parties may, by mutual consent, terminate this agreement at any time, or with thirty days written notice. The Board may terminate this agreement at any time with just cause.

THE BOARD OF EDUCATION
BY ITS AUTHORIZED REPRESENTATIVE:



Dr. Lorrie Rodrigue
Superintendent of Schools

6-22-20

Date



Paul Devine, Employee

29 June 2020

Date

**NEWTOWN PUBLIC SCHOOLS
EMPLOYMENT AGREEMENT**

This Agreement is made and entered into between **THE NEWTOWN BOARD OF EDUCATION** (hereinafter called the BOARD) and **ROBERT GERBERT**, its Director of Facilities (hereinafter called the EMPLOYEE) for the period **July 1, 2020 to June 30, 2021**.

1. BOARD RIGHTS

The BOARD shall continue to retain its rights, powers, and authorities so vested by law, unless specifically limited by the express provisions of this agreement.

2. GENERAL PROVISIONS

- A. In carrying out his duties and responsibilities as Director of Facilities, the EMPLOYEE shall serve at the direction of and under the supervision of the Superintendent of Schools.
- B. The provisions of this Agreement shall be deemed severable, and any part hereof which may be held invalid by a court of competent jurisdiction shall be deemed automatically excluded from this Agreement and the remaining parts shall remain in full force and effect.
- C. This Agreement contains the entire understanding of the parties hereto and constitutes the only agreement between the BOARD and the EMPLOYEE regarding the employment of the EMPLOYEE by the BOARD. This Agreement supersedes all prior agreements, either express or implied, between the parties hereto regarding the employment of the EMPLOYEE by the BOARD.
- D. None of the terms or conditions of this agreement shall be amended or modified unless expressly consented to in writing and signed by each of the parties hereto.
- E. This Agreement shall be governed by and construed under the laws of the State of Connecticut.

3. WORK YEAR

The work year shall be defined as **fifty-two weeks**.

4. COMPENSATION

The BOARD agrees to pay the EMPLOYEE at the salary rate of **\$130,880** per annum.

5. FRINGE BENEFITS

- A. A High Deductible Health Plan (HDHP), with a Health Savings Account (HSA) feature, with an EMPLOYEE annual contribution of **17%** and a dental plan with an EMPLOYEE contribution rate of **21.5%**. This contribution will be deducted in bi-weekly installments.
- B. Life insurance and AD&D policy in the amount of **\$200,000** at no cost to the EMPLOYEE.
- C. Long-term disability insurance under the policy provided to Directors employed by the Board. The EMPLOYEE shall be responsible for any premium share applicable to Directors employed by the Board.

6. SICK DAYS

Eighteen sick days shall be allowed annually, cumulative to a maximum of 150 days, with full pay for absence due to personal illness. There shall be no entitlement to compensation for unused sick days upon separation from employment, whether voluntary or involuntary.

7. PERSONAL DAYS/BEREAVEMENT

- A. **Three** personal days shall be allowed annually with full pay. Personal days are separate from sick days. Unused personal days cannot be accrued and are only for personal business that must be addressed during work time, e.g., doctor's appointments and legal matters. It is expressly agreed that such days are not to be used for extension of vacation periods, holidays or recreation. There shall be no entitlement to compensation for unused personal days upon separation from employment, whether voluntary or involuntary.
- B. **Five** days bereavement following a death in the EMPLOYEE'S household or immediate family. For the purposes of this section, immediate family shall be defined as spouse, child, parent, guardian, grandparent, sibling and in-laws.

8. VACATION

Fifteen days of paid vacation will be accrued annually, earned at the rate of 1.25 days per month. This is the maximum number of days that will be allotted under this contract. Use of vacation time must be approved in advance by the Superintendent of Schools. If it is not possible to take earned vacation by June 30, time remaining may be carried into the next fiscal year with approval of the Superintendent of Schools, up to a maximum of fifteen days accumulated carryover, provided that the Agreement is extended into the next fiscal year. No more than fifteen earned, unused vacation days will be paid out upon retirement, resignation or termination.

9. HOLIDAYS

There will be **thirteen** paid holidays each year. There are ten specified holidays, as listed below, and three floating holidays. The paid holidays are:

New Year's Day, Martin Luther King Day, President's Day, Good Friday, Memorial Day
Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving Day, and Christmas Day

Additionally, if Christmas Eve is a scheduled work day, and EMPLOYEE works a half-day Christmas Eve morning, EMPLOYEE may take the afternoon off without a deduction in pay. If EMPLOYEE takes the entire day of Christmas Eve off, EMPLOYEE must use a full-day floating holiday, or a vacation day.

10. AUTOMOBILE ALLOWANCE

EMPLOYEE shall be paid \$150 per month or \$1,800 annually for the use of his personal vehicle during performance of his job responsibilities. Payment of the automobile allowance shall be subject to any and all applicable tax withholding and reporting requirements.

11. TERMINATION

This Agreement shall expire on June 30, 2021, unless the parties mutually agree to extend the Agreement beyond such date.

The parties may, by mutual consent, terminate this Agreement at any time during the term of the Agreement. The BOARD may terminate this Agreement at any time during the term of the Agreement for good cause.

THE BOARD OF EDUCATION
BY ITS AUTHORIZED REPRESENTATIVE:


Dr. Lorrie Rodrigue, Superintendent of Schools


Robert Gerbert, Employee

6-24-20
Date

6/25/2020
Date

**NEWTOWN PUBLIC SCHOOLS
EMPLOYMENT AGREEMENT**

This agreement is made and entered into between **THE NEWTOWN BOARD OF EDUCATION** (hereinafter called the BOARD) and **TIMOTHY HART**, its Accountant (hereinafter called the EMPLOYEE) for the period **July 1, 2020 to June 30, 2021**.

1. BOARD RIGHTS

The BOARD shall continue to retain its rights, powers, and authorities so vested by law, unless specifically limited by the express provisions of this agreement.

2. GENERAL PROVISIONS

- A. This agreement shall be deemed severable, and any part hereof which may be held invalid by a court or other entity of competent jurisdiction shall be deemed automatically excluded from this agreement and the remaining parts shall remain in full force and effect.
- B. This agreement contains the entire understanding of the parties hereto and constitutes the only agreement between the BOARD and the EMPLOYEE regarding the employment of the EMPLOYEE by the BOARD. This agreement supersedes all prior agreements, either express or implied, between the parties hereto regarding the employment of the EMPLOYEE by the BOARD.
- C. None of the terms or conditions of this agreement shall be amended or modified unless expressly consented to in writing and signed by each of the parties hereto.
- D. This agreement shall be governed by and construed under the laws of the State of Connecticut.

3. WORK YEAR

The work year shall be defined as **fifty-two weeks**.

4. COMPENSATION

The BOARD agrees to pay the EMPLOYEE at the rate of **\$83,986** per annum. This does not preclude any agreement for additional compensation at a rate to be determined by the BOARD for special circumstances arising from abnormal working conditions. Any additional compensation must be authorized specifically by the Director of Business in advance of work to be performed.

5. FRINGE BENEFITS

- A. A High Deductible Health Plan (HDHP), with a Health Savings Account (HSA) feature, with an EMPLOYEE annual contribution of **17%** and a dental plan with an EMPLOYEE contribution rate of **21.5%**. This contribution will be deducted in bi-weekly installments.
- B. Life insurance and AD&D policy in the amount of **\$84,000** at no cost to the EMPLOYEE.
- C. Long-term disability insurance in the amount equal to that given to district administrators and directors. The EMPLOYEE shall be responsible for any premium share in the same amount assessed to district administrators and directors.

6. SICK DAYS

Eighteen sick days shall be allowed annually, cumulative to a maximum of 150 days, with full pay for absence due to personal illness. There shall be no entitlement to compensation for unused sick days upon termination of employment, whether voluntary or involuntary.

7. PERSONAL DAYS/BEREAVEMENT

- A. **Three** personal days shall be allowed annually with full pay. Personal days are separate from sick days. Unused personal days cannot be accrued and are only for personal business that must be addressed during work time, e.g., doctor's appointments and legal matters. It is expressly agreed that such days are not to be used for extension of vacation periods, holidays or recreation.
- B. **Five** days bereavement following a death in the EMPLOYEE'S household or immediate family. For the purposes of this section, immediate family shall be defined as spouse, child, parent, guardian, grandparent, sibling and in-laws.

8. VACATION

Twenty days of paid vacation will be accrued annually, earned at the rate of 1.67 days per month for use as accrued. This is the maximum number of days that will be allotted under this contract. Vacation time must be approved in advance by the Director of Business or the Superintendent of Schools. If it is not possible to take earned vacation by June 30 of any fiscal year, time remaining may be carried into the next period with approval of the Director of Business or the Superintendent of Schools, up to a maximum of twenty days accumulated carryover.

No more than twenty earned vacation days will be paid out upon retirement, resignation or termination.

9. HOLIDAYS

There will be **thirteen** paid holidays each year. There are ten specified holidays, as listed below, and three floating holidays. The paid holidays are:
New Year's Day, Martin Luther King Day, President's Day, Good Friday, Memorial Day
Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving Day, and Christmas Day

Additionally, if Christmas Eve is a scheduled work day, and EMPLOYEE works a half-day Christmas Eve morning, EMPLOYEE may take the afternoon off without a deduction in pay. If EMPLOYEE takes the entire day of Christmas Eve off, EMPLOYEE must use a full-day floating holiday, or a vacation day.


10. CAR ALLOWANCE

EMPLOYEE shall be paid the established IRS rate per mile as reimbursement for the use of his personal vehicle to perform his job. Mileage driven to and from home and work is not reimbursable.

11. TERMINATION

The parties may, by mutual consent, terminate this agreement at any time, or with thirty days written notice. The Board may terminate this agreement at any time with just cause.

THE BOARD OF EDUCATION
BY ITS AUTHORIZED REPRESENTATIVE:


Ronald J. Bienkowski, Director of Business

6/18/2020
Date


Timothy Hart, Employee

6/23/2020
Date

NEWTOWN PUBLIC SCHOOLS EMPLOYMENT AGREEMENT

This agreement is made and entered into between **THE NEWTOWN BOARD OF EDUCATION** (hereinafter called the BOARD) and **Kristin Larson**, Grants Specialist, (hereinafter called the EMPLOYEE) for the period **July 1, 2020 to June 30, 2021**.

1. BOARD RIGHTS

The BOARD shall continue to retain its rights, powers, and authorities so vested by law, unless specifically limited by the express provisions of this agreement.

2. GENERAL PROVISIONS

- A. This agreement shall be deemed severable, and any part hereof which may be held invalid by a court or other entity of competent jurisdiction shall be deemed automatically excluded from this agreement and the remaining parts shall remain in full force and effect.
- B. This agreement contains the entire understanding of the parties hereto and constitutes the only agreement between the BOARD and the EMPLOYEE regarding the employment of the EMPLOYEE by the BOARD. This agreement supersedes all prior agreements, either express or implied, between the parties hereto regarding the employment of the EMPLOYEE by the BOARD.
- C. None of the terms or conditions of this agreement shall be amended or modified unless expressly consented to in writing and signed by each of the parties hereto.
- D. This agreement shall be governed by and construed under the laws of the State of Connecticut.

3. WORK YEAR

The work year shall be defined as 40 weeks, (1,100 hours annually.)

4. COMPENSATION

The BOARD agrees to pay the EMPLOYEE at the hourly rate of **\$58.80**. Weekly hours are 27.5. This does not preclude any agreement for additional compensation at a rate to be determined by the BOARD for special circumstances arising from abnormal working conditions. Any additional compensation must be authorized specifically by the Director of Pupil Services in advance of work to be performed.

5. FRINGE BENEFITS

- A. A High Deductible Health Plan (HDHP), with a Health Savings Account (HSA) feature, with an EMPLOYEE annual contribution rate of **17%** and a dental plan with an EMPLOYEE annual contribution rate of **70%**. Contributions will be deducted in bi-weekly installments.
- B. Life insurance and AD&D policy in the amount of **\$65,000** at no cost to the EMPLOYEE.

6. SICK DAYS

Fifteen sick days (paid in 7 hour increments), shall be allowed annually, cumulative to a maximum of 150 days, with full pay for absence due to personal illness. There shall be no entitlement to compensation for unused sick days upon termination of employment, whether voluntary or involuntary.

7. PERSONAL DAYS/BEREAVEMENT

A. **Three** personal days shall be allowed annually with full pay. Personal days are separate from sick days. Unused personal days cannot be accrued and are only for personal business that must be addressed during work time, e.g., doctor's appointments and legal matters. It is expressly agreed that such days are not to be used for extension of vacation periods, holidays or recreation.

B. **Five** days bereavement following a death in the EMPLOYEE'S household or immediate family. For the purposes of this section, immediate family shall be defined as spouse, child, parent, sibling, in-laws, grandparents and guardians.

8. CAR ALLOWANCE

EMPLOYEE shall be paid the established IRS rate per mile as reimbursement for the use of his personal vehicle to perform his job. Mileage driven to and from home and work is not reimbursable.

9. TERMINATION

The parties may, by mutual consent, terminate this agreement at any time, or with thirty days written notice. The Board may terminate this agreement at any time with just cause.

THE BOARD OF EDUCATION
BY ITS AUTHORIZED REPRESENTATIVE:

Lorrie Rodrigue
Dr. Lorrie Rodrigue, Superintendent of Schools

Kristin Larson
Kristin Larson, Employee

6-22-20
Date

7-13-20
Date

**NEWTOWN PUBLIC SCHOOLS
EMPLOYMENT AGREEMENT**

This agreement is made and entered into between **THE NEWTOWN BOARD OF EDUCATION** (hereinafter called the BOARD) and **MARK POMPARNO**, its Director of Security (hereinafter called the EMPLOYEE) for the period **July 1, 2020 to June 30, 2021**.

1. BOARD RIGHTS

The BOARD shall continue to retain its rights, powers, and authorities so vested by law, unless specifically limited by the express provisions of this agreement.

2. GENERAL PROVISIONS

- A. This agreement shall be deemed severable, and any part hereof which may be held invalid by a court or other entity of competent jurisdiction shall be deemed automatically excluded from this agreement and the remaining parts shall remain in full force and effect.
- B. This agreement contains the entire understanding of the parties hereto and constitutes the only agreement between the BOARD and the EMPLOYEE regarding the employment of the EMPLOYEE by the BOARD. This agreement supersedes all prior agreements, either express or implied, between the parties hereto regarding the employment of the EMPLOYEE by the BOARD.
- C. None of the terms or conditions of this agreement shall be amended or modified unless expressly consented to in writing and signed by each of the parties hereto.
- D. This agreement shall be governed by and construed under the laws of the State of Connecticut.

3. WORK YEAR

The work year shall be defined as **fifty-two weeks**.

4. COMPENSATION

The BOARD agrees to pay the EMPLOYEE at the rate of **\$85,892** per annum. This does not preclude any agreement for additional compensation at a rate to be determined by the BOARD for special circumstances arising from abnormal working conditions. Any additional compensation must be authorized specifically by the Superintendent of Schools in advance of work to be performed.

5. FRINGE BENEFITS

- A. A High Deductible Health Plan (HDHP), with a Health Savings Account (HSA) feature, with an EMPLOYEE annual contribution of **17%** and a dental plan with an EMPLOYEE contribution rate of **21.5%**. This contribution will be deducted in bi-weekly installments.
- B. Life insurance and AD&D policy in the amount of **\$86,000** at no cost to the EMPLOYEE. This amount is the maximum coverage the EMPLOYEE will receive under this contract.

6. SICK DAYS

Eighteen sick days shall be allowed annually, cumulative to a maximum of 150 days, with full pay for absence due to personal illness. There shall be no entitlement to compensation for unused sick days upon termination of employment, whether voluntary or involuntary.

7. PERSONAL DAYS/BEREAVEMENT

- A. **Three** personal days shall be allowed annually with full pay. Personal days are separate from sick days. Unused personal days cannot be accrued and are only for personal business that must be addressed during work time, e.g., doctor's appointments and legal matters. It is expressly agreed that such days are not to be used for extension of vacation periods, holidays or recreation.
- B. **Five** days bereavement following a death in the EMPLOYEE'S household or immediate family. For the purposes of this section, immediate family shall be defined as spouse, child, parent, guardian, grandparent, sibling and in-laws.

8. VACATION

Twenty days of paid vacation will be accrued annually, earned at the rate of 1.67 days per month for use as accrued. Vacation time must be approved in advance by the Superintendent of Schools. If it is not possible to take earned vacation by June 30 of any fiscal year, time remaining may be carried into the next period with approval of the Superintendent of Schools, up to a maximum of twenty days accumulated carryover.

No more than twenty earned vacation days will be paid out upon retirement, resignation or termination.

9. HOLIDAYS

There will be **thirteen** paid holidays each year. There are ten specified holidays, as listed below, and three floating holidays. The paid holidays are:

New Year's Day, Martin Luther King Day, President's Day, Good Friday, Memorial Day
Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving Day, and Christmas Day

Additionally, if Christmas Eve is a scheduled work day, and EMPLOYEE works a half-day Christmas Eve morning, EMPLOYEE may take the afternoon off without a deduction in pay. If EMPLOYEE takes the entire day of Christmas Eve off, EMPLOYEE must use a full-day floating holiday, or a vacation day.

10. CAR ALLOWANCE

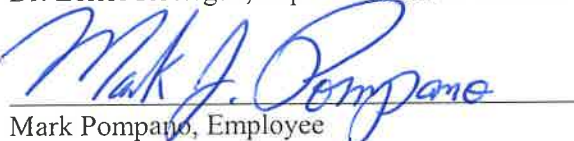
EMPLOYEE shall be paid the established IRS rate per mile as reimbursement for the use of his personal vehicle to perform his job. Mileage driven to and from home and work is not reimbursable.

11. TERMINATION

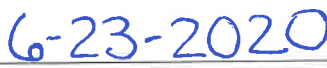
The parties may, by mutual consent, terminate this agreement at any time, or with thirty days written notice. The Board may terminate this agreement at any time with just cause.

THE BOARD OF EDUCATION
BY ITS AUTHORIZED REPRESENTATIVE:


Dr. Lorrie Rodrigue, Superintendent of Schools


Mark Pompano, Employee


Date


Date

AGREEMENT

It is hereby agreed by and between the Board of Education for the Town of Newtown, Connecticut (hereinafter referred to as the "Board") and Dr. Lorrie Rodrigue (hereinafter referred to as the "Superintendent"), that the Board does hereby employ Dr. Lorrie Rodrigue as Superintendent of Schools, subject to and in accordance with the provisions of Conn. Gen. Stat. §10-157, and that Dr. Lorrie Rodrigue hereby accepts such employment, upon the terms and conditions hereinafter set forth.

1. Certification

At all times during the term of this Agreement, the Superintendent shall possess and maintain appropriate certification from the Connecticut State Department of Education to serve as Superintendent of Schools.

2. Duties

The Superintendent shall serve as the chief executive officer of the Board. The Superintendent is to ensure that Board policies and federal and state laws and regulations are adhered to throughout the district. In harmony with the policies of the Board of Education, and federal and state laws and regulations, the Superintendent has executive authority over the school system and the responsibility for its supervision. The Superintendent has the general authority to act at her discretion, subject to later approval by the Board of Education, upon all emergency matters and those as to which her powers and duties are not expressly limited or are not particularly set forth. The Superintendent advises the Board on policies and plans that the Board takes under consideration, and she takes the initiative in presenting to the Board policy and planning issues for the Board's attention.

The Superintendent shall attend all meetings of the Board of Education and shall participate in all Board deliberations, except when matters relating to her own employment are under consideration. The Superintendent or her designee, as authorized by the Board, may attend all Board Committee meetings.

3. Term of Agreement

- A. This Agreement shall become effective on July 1, 2020 (and shall be applied retroactively to such date) and shall remain in effect through and including June 30, 2023.
- B. Anything in this paragraph to the contrary notwithstanding, the provisions of the section entitled "Termination of Agreement" shall take precedence and the Superintendent's employment may be terminated under the provisions of said section at any time during the term of this Agreement.

4. Work Year

The work year for the Superintendent shall be twelve months. As used in this Agreement, the terms "year" and "contract year" shall be defined as the fiscal year, which begins on July 1 and ends on June 30.

5. Base Annual Salary

For the period July 1, 2020 through June 30, 2021, the Superintendent's base annual salary shall be as follows:

- A. A cash component of Two Hundred Eight Thousand Nine Hundred Forty-two Dollars (\$208,942) per year; and
- B. An additional sum of Eight Thousand Seven Hundred Fifty Dollars (\$8,750) per year, over and above the cash component set forth in Section 5A, as to which amount the Superintendent will arrange to have an elective deferral deducted from the Superintendent's salary on a pre-tax basis as permitted under IRC Section 403(b), as amended, and then contributed toward the purchase of a 403(b) annuity with a tax sheltered annuity company the Superintendent chooses from the Board's list of approved 403(b) vendors pursuant to the Board's 403(b) plan available to Board employees in accordance with IRC Section 403(b), as amended.
- C. A doctoral stipend of Three Thousand Dollars (\$3,000) per year.

Each of the three components of the Superintendent's base annual salary, as set forth in Sections 5A, 5B and 5C, shall be pro-rated for any partial years of service as Superintendent.

The Superintendent's base annual salary, as set forth in Sections 5A, 5B and 5C above, shall be payable in equal installments throughout the contract year, in accordance with the procedures governing payment of certified staff members employed by the Board.

The total base annual salary, as set forth in Sections 5A, 5B and 5C above, shall be subject to the State Teachers' Retirement Board contribution.

Prior to July 1, 2021 and July 1, 2022, respectively, the Board and the Superintendent shall enter into negotiations with respect to the Superintendent's base salary for the following contract years. In the event that the Board and the Superintendent are unable to reach agreement on terms with regard to the Superintendent's base salary for a particular year, the base salary in effect for the preceding year shall remain in effect.

6. Benefits

- A. Pro-ration of Benefits: The number of sick days, vacation days and other leave days shall be pro-rated for any partial years of service as Superintendent.
- B. Sick Leave: The Board of Education shall provide the Superintendent with twenty (20) sick days per fiscal year for personal illness of the Superintendent. Such sick days shall be credited to the Superintendent at the beginning of each contract year. The Superintendent shall be allowed to carry over her accumulated sick days from her previous positions in the district as Interim Superintendent and High School Principal. Sick days shall be cumulative to a maximum of one hundred and eighty (180) days. The Superintendent will not be paid or reimbursed for unused sick leave.

- C. Personal Days: The Superintendent may use up to five (5) personal leave days per year, with notice to the Board Chairperson, in order to attend to personal matters that cannot be addressed outside the work day. The Superintendent will not be paid or reimbursed for unused personal days.
- D. Vacation: The Board of Education shall provide the Superintendent with twenty five (25) days of vacation per fiscal year, exclusive of legal holidays as observed in the school calendar. Such vacation days shall be credited to the Superintendent at the beginning of each contract year. The Superintendent may carry over five (5) vacation days from one contract year to the next contract year with notification to the Board. Any additional days may not be carried over without prior approval from the Board. The Superintendent shall be paid for up to five (5) days per contract year for any unused vacation time from the previous contract year. If the Superintendent wishes to take one (1) week or more of vacation at a time, she shall notify the Board Chairperson of the dates of such vacation. The Superintendent may not take more than two (2) consecutive weeks of vacation without the prior approval of the Board.

In the event of the death of the Superintendent, any earned but unused vacation will be paid to the Superintendent's estate. In the event that the Superintendent resigns or retires from employment with the Board during or at the end of the term of this Agreement, she shall be entitled to be paid for unused vacation credited during the fiscal year in which she retires or resigns on a pro-rated basis, based on the number of months remaining in the contract year as of the effective date of the Superintendent's resignation or retirement. In order to be eligible for any such payment for unused vacation days upon resignation or retirement, the Superintendent must provide the Board with written notice of such resignation or retirement at least ninety (90) days prior to the effective date of such resignation or retirement.

Any vacation days to be paid to the Superintendent in accordance with this section shall be paid at the Superintendent's per diem rate, which shall be calculated at 1/261 of the Superintendent's annual base salary.

- E. Health and Dental Insurance Benefits: The Superintendent shall have the right to enroll herself, her spouse and her eligible dependents in the High Deductible Health Plan provided to certified administrators employed by the Board, and in the dental insurance plan provided to certified administrators employed by the Board. The Board shall fund fifty percent (50%) of the applicable HSA deductible amount for the Superintendent, in the same manner as applicable to certified administrators employed by the Board.

For the period July 1, 2020 through June 30, 2021, the Superintendent shall pay, through payroll deduction, twenty-five percent (25%) of the premiums for the above-referenced insurance coverage. The insurance premium contribution percentage for the 2021-22 and 2022-23 contract years shall be negotiated in conjunction with the base salary negotiations described in Section 5 of the Agreement.

The Board will maintain, to the extent provided by law, a plan under Section 125 of the Internal Revenue Code, in order to allow the Superintendent to pay her insurance premium contributions on a pre-tax basis.

- F. Life Insurance: The Board shall provide term life insurance for the Superintendent with a face amount of three hundred thousand dollars (\$300,000).
- G. Long Term Disability Insurance: The Board of Education shall provide long-term disability income protection for 66 2/3 % of the Superintendent's annual salary, not to exceed a maximum monthly benefit of \$9,255.
- H. Insurance Benefits: General Provisions: Participation in any of the insurance plans described in this Agreement shall be subject to the eligibility requirements of the carrier(s). The Board reserves the right to change the specific insurance plan(s) or carrier(s) for such insurance coverage at any time during the term of this Agreement.
- I. Transportation Allowance: The Board shall provide an allowance for the use of the Superintendent's personal automobile in carrying out the Superintendent's responsibilities under this Agreement, in the amount of Five Thousand Dollars (\$5,000) per year. Payment of the automobile allowance shall be subject to any and all applicable tax withholding and reporting requirements.
- J. Post-retirement Benefits: The Board will maintain the post-retirement benefits set forth in the Memorandum of Understanding between the Board and the Newtown Association of School Administrators, executed between the parties on or about July 7, 2014.

7. Evaluation

The Board shall evaluate and assess in writing the performance of the Superintendent at least annually during the term of this Agreement, in accordance with the provisions of Newtown Board of Education Policy 2400.

8. Professional Meetings

The Board encourages the Superintendent to continue her professional development and expects her to participate in relevant learning experiences. Subject to budgeted appropriations and advance approval of the Board, the Superintendent may attend professional meetings, seminars and conferences related to the performance of her duties as Superintendent, with the expenses to be paid by the Board.

9. Outside Professional Activities

The Superintendent may undertake with prior approval of the Board consultative work, speaking engagements, writing, lecturing or other professional duties and obligations provided such activities do not interfere with her responsibilities as Superintendent.

10. Termination of Agreement

- A. The parties may, by mutual consent, terminate this Agreement at any time.
- B. The Superintendent shall be entitled to terminate this Agreement upon written notice of ninety (90) days, except that the ninety (90) day notice is not required if termination is part of an action to implement a new contract between the parties

hereto in which case verbal notice by the Superintendent, duly witnessed and recorded in the minutes, is acceptable.

C. The Board may terminate this Agreement during its term for one or more of the following reasons:

- (1) Inefficiency or incompetence;
- (2) Insubordination against reasonable rules of the Board of Education;
- (3) Moral misconduct;
- (4) Disability which renders the Superintendent unable to carry out the essential functions of the Superintendent's position, as shown by competent medical evidence;
- (5) Other due and sufficient cause.

In the event the Board seeks to terminate this Agreement for one of the above reasons, it shall serve on the Superintendent written notice that termination of her contract is under consideration. Such notice shall be accompanied by a written statement of reasons. Within fifteen (15) days after receipt from the Board of written notice that contract termination is under consideration, the Superintendent may file with the Board a written request for a hearing before the Board which shall be held within thirty (30) days after receipt of such request. The Board shall render its decision within fifteen (15) days of the completion of such hearing and shall send a copy of its decision to the Superintendent, setting forth the reasons and evidence for its decision. Such hearing may be in executive or public session at the option of the Superintendent. The Superintendent shall have the right to her own counsel at her own expense in such proceedings. Any time limits established herein may be waived by mutual agreement of the parties

11. General Provisions

- A. If any of the provisions, terms or clauses of this Agreement are determined to be illegal, unenforceable or ineffective in a legal forum or by operation of law, those provisions, terms and clauses shall be deemed severable, such that all other provisions, terms and clauses of this Agreement shall remain valid and binding upon both parties.
- B. This Agreement contains the entire agreement between the parties. It may not be amended orally but may be amended only by an agreement in writing signed by both parties. Commencing upon the effective date, it supersedes any and all prior agreements between the parties.
- C. This Agreement shall be construed under the laws of the State of Connecticut.

IN WITNESS WHEREOF, the undersigned have executed this Agreement.

Lorrie Rodrigue

Dr. Lorrie Rodrigue

Date: 7-14-20

Michelle Embree Ku

Michelle Embree Ku, Chairperson
Board of Education

Date: 7/14/20

Memorandum of Understanding

NEWTOWN ASSOCIATION OF SCHOOL ADMINISTRATORS and NEWTOWN BOARD OF EDUCATION

We agree that LORRIE RODRIGUE is eligible for the full benefits identified in Article 22 – Retirement of the *AGREEMENT Between NEWTOWN ASSOCIATION OF SCHOOL ADMINISTRATORS and NEWTOWN BOARD OF EDUCATION 2014-2017*. Dr. Rodrigue's eight years as a teacher and five years as an administrator at Newtown High School, from August 1992 through June 2005, will be considered for eligibility. She is also considered to have been hired prior to July 1, 2008. We also agree that this agreement is not intended to set past practice nor can it be used as an example of past practice.

ARTICLE 22

Article 22 - Retirement

A. Eligibility

Either 15 years of combined teaching and administrative service in the Newtown Public Schools or 10 years of administrative service in the Newtown Public Schools at the time of retirement.

Eligibility for retirement under the Connecticut Teacher Retirement System

Age and years of experience must total at least 75 at time of retirement

Age 50 or older at time of retirement.

All retirements under this program will commence on July 1st or after the close of the school year, whichever is later. Written notice of intention to retire must be received by the Board no later than December 15. In order to be eligible for the benefits provided for in Section B below, the employee must remain employed in his/her position until the end of the fiscal year in which the notice of intention to retire is provided.

B. Payment

A cash payment of \$8,000 per year, commencing from the date of retirement to the end of the school year in which said employee reaches the age of 70, but not to exceed \$48,000, payment by the Board to be made during the first 15 calendar days after September 1 of each year of retirement.

-or-

A one-time lump sum payment of \$24,000 by the Board to be made during the first 15 calendar days after September 1 of the first year of retirement.

Upon the death of the retiree, the unpaid balance will be distributed to the named beneficiaries in accordance with the option selected.

For Administrators hired on or after July 1, 2008, in lieu of the above benefit, provided he/she meets the requirements set forth in Section A shall be eligible to receive a cash payment of twenty thousand dollars payable in four equal annual installments of five thousand (\$5,000) dollars each payable within 15 calendar days of September 1; commencing with the first September 1 following retirement, and on the next three consecutive September 1st.

Upon the death of the retiree, the unpaid balance will be distributed to the named beneficiary in accordance with the option selected.

Signed Julie L. Haggard Dated 7/7/14
Julie Haggard, President
Newtown Association of School Administrators
Local #173, CFSA-AFSA, AFL-CIO

Signed Dr. Joseph V. Erardi, Jr. Dated 7/2/14
Dr. Joseph V. Erardi, Jr. Superintendent of Schools
Newtown Board of Education

NEWTOWN PUBLIC SCHOOLS EMPLOYMENT AGREEMENT

This agreement is made and entered into between **THE NEWTOWN BOARD OF EDUCATION** (hereinafter called the BOARD) and **DAWN RYAN**, its Director and Manager of the Newtown Early Learning Center, or NELC, (hereinafter called the EMPLOYEE) for the period **August 26, 2020 to June 30, 2021**.

1. BOARD RIGHTS

The BOARD shall continue to retain its rights, powers, and authorities so vested by law, unless specifically limited by the express provisions of this agreement.

2. GENERAL PROVISIONS

- A. This agreement shall be deemed severable, and any part hereof which may be held invalid by a court or other entity of competent jurisdiction shall be deemed automatically excluded from this agreement and the remaining parts shall remain in full force and effect.
- B. This agreement contains the entire understanding of the parties hereto and constitutes the only agreement between the BOARD and the EMPLOYEE regarding the employment of the EMPLOYEE by the BOARD. This agreement supersedes all prior agreements, either express or implied, between the parties hereto regarding the employment of the EMPLOYEE by the BOARD.
- C. None of the terms or conditions of this agreement shall be amended or modified unless expressly consented to in writing and signed by each of the parties hereto.
- D. This agreement shall be governed by and construed under the laws of the State of Connecticut.

3. WORK YEAR

The work year shall be defined as the teacher work year as determined by the BOARD. The BOARD reserves the right to revise the number of teacher work days.

4. COMPENSATION

The BOARD agrees to pay the EMPLOYEE at an annual rate of **\$71,049**, for managing the NELC program and its employees therein. In addition, given the time commitments and services provided over the summer months, the BOARD is providing a \$1,000 stipend for the 2020-21 fiscal year. This stipend, however, will not be considered part of the annual compensation offer subsequent salary adjustments. This does not preclude any agreement for additional compensation at a rate to be determined by the BOARD for special circumstances arising from abnormal working conditions. This salary will be paid from the proceeds received from tuition receipts of the NELC program. Should the receipts be insufficient to pay this stated salary, said salary shall be reduced accordingly, so as to not be an additional obligation for the BOARD.

5. FRINGE BENEFITS

This position does not entitle EMPLOYEE to any fringe benefits.

6. PERSONAL DAYS

Three personal days shall be allowed annually with full pay. Unused personal days cannot be accrued and are only for personal business that must be addressed during work time, e.g. doctor's appointments and legal matters. It is expressly agreed that such days are not to be used for extension of vacation periods, holidays or recreation.

7. VACATION

EMPLOYEE neither works nor is paid for school vacations.


8. HOLIDAYS

EMPLOYEE neither works nor is paid for school holidays.

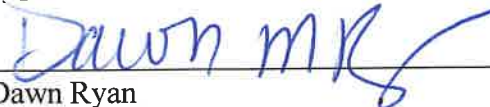
9. TERMINATION

The parties may, by mutual consent, terminate this agreement at any time, or with thirty days written notice. The BOARD may terminate this agreement at any time with just cause.


THE BOARD OF EDUCATION
BY ITS AUTHORIZED REPRESENTATIVE:



Dr. Lorrie Rodrigue
Superintendent of Schools



Dawn Ryan
Employee



Date

Date