

SUPERINTENDENT'S EMPLOYMENT AGREEMENT BOARD OF EDUCATION, WESTON, CONNECTICUT

The Board of Education of the Town of Weston, Connecticut (hereinafter referred to as the "Board") hereby agrees to employ Dr. William S. McKersie (hereinafter referred to as the "Superintendent") as Superintendent of Schools under the terms and conditions hereinafter set forth.

1. Duties

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

The Superintendent or his designee, as approved by the Board, shall have a seat at the Board table, attend all meetings of the Board, and participate in all Board deliberations except as directed by the Board. The Superintendent shall receive notice of all Board Committee meetings and he or his designee may attend such meetings.

2. Outside Professional Activities

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

3. Term

The term of employment under this Agreement is July 1, 2017 through June 30, 2020. During either the month of June or the month of July, 2018 and after the completion of the evaluation as provided in Section 7 below, the Board shall vote on a new term of employment for the Superintendent, and upon such vote the Board and the Superintendent may agree upon a new contract.

The parties acknowledge that it may be necessary for the Superintendent to delay the date this Agreement commences to fulfill prior contractual obligations. In such case, the Superintendent shall notify the Board Chairperson in writing of such delay, and salary and fringe benefits payable under this Agreement shall be proportionately reduced.

4. Compensation

A. The base salary paid the Superintendent for the period July 1, 2017 through June 30, 2018 shall be as follows:

(1) for the 2017-2018 contract year, the total of both a cash component of \$263,120 paid in equal installments and an additional cash amount of \$15,000 paid in equal installments as to which amount the Superintendent will arrange to have an elective deferral deducted from his salary on a pre-tax basis pursuant to a legally binding salary reduction agreement as permitted under Section 403(b) of the Internal Revenue Code ("Code"), as amended, and then contributed toward the purchase of a 403(b) annuity with a tax sheltered annuity company of his choice under the 403(b) plan available to Board employees in accordance with Section 403(b) of the Code.

B. Additional Employee Contributions to 403(b) and 457(b) Plans

(1) To the extent the amount of the elective deferral specified in Section 4(A)(I) of this Agreement does not exceed the applicable IRS dollar limits set forth in 414(v) of the Code for the Board's 403(b), the Superintendent may elect for such year to have an additional amount of elective deferral deducted from his annual salary, pursuant to a legally binding salary reduction agreement, to have contributed as an elective deferral in accordance with Section 403(b)(12)(A)(ii) of the Code, including any "catch up" contribution, toward the purchase of a 403(b) annuity with a tax sheltered annuity company of his choice under the 403(b) plan available to Board employees in accordance with Section 403(b) of the Code;

(2) The Superintendent may arrange to have an elective deferral deducted from his annual salary, pursuant to a legally binding salary reduction agreement, to have contributed as an annual deferral to a Section 457 Plan that meets the requirements of an eligible plan as defined in the Section 457(b) of the Code and the applicable regulations issued by the Internal Revenue Service, provided said amount shall not exceed the applicable IRS dollar limits set forth in 457(e) and 414(v) of the Code for said contract year.

The Superintendent's base salary shall be as stated in section A, subsection (1) above. The Superintendent's total base salary shall be subject to the State Teachers' Retirement Board contribution.

C. The Superintendent's base salary for the period July 1, 2018 through June 30, 2019 and for the period July 1, 2019 through June 30, 2020 shall be negotiated between the parties, but shall not be less than the salary for the preceding year of the contract. Such negotiations shall include the extent to which the Superintendent may receive an increase in his base salary in recognition of his performance, including such customary factors as changes in the cost of living, the salaries of other superintendents employed in Weston's District Reference Group and/or Fairfield County, and increases granted to other administrators in the school system. Notwithstanding the foregoing, the parties may agree upon a new agreement commencing July 1, 2018.

D. If the Superintendent dies during the term of this Agreement, the Board shall continue to pay his salary for a period of two (2) months following his death.

5. Fringe Benefits and Working Conditions

A. The Board of Education agrees to pay the Superintendent's memberships in the Connecticut Association of Public School Superintendents, the American Association of School Administrators, and the Southern Fairfield County Superintendents' Association and up to \$3,500 for costs incurred related to attendance at professional meetings and/or conferences upon prior agreement with the Board.

B. Health Insurance Benefits. The Board shall pay for the Superintendent and his eligible dependents the medical and health benefits in effect under the then current collective bargaining agreement between the Board and the Weston Administrators Association. To be eligible to receive these benefits, the Superintendent must submit a written wage deduction authorization permitting the Board to deduct from his salary the share of the cost of benefits set forth above at a percentage equal to that paid by members of the Weston Administrators Association. The Superintendent may forego or withdraw from full coverage rather than pay his share of the cost of benefits. If he forgoes or withdraws from full coverage rather than pay his share of the cost of benefits, he must satisfy any existing re-entry conditions or limitations of the Plan.

Subject to law, including the rules and regulations of the Internal Revenue Service and independent of the requirement that the Superintendent contribute to the cost of medical benefits and pay deductibles, the Board shall implement and maintain a "Section 125" Salary Reduction Agreement which shall be designed to permit exclusion from taxable income the Superintendent's share of the health and medical contributions and deductibles to be paid.

C. Life Insurance. The Board shall provide and pay for group term life insurance with a death benefit equal to three times annual salary for the Superintendent. The insurance shall include additional benefits for accidental death or dismemberment as set forth in the Plan as of July 1, 2003.

D. Disability Insurance. The Board shall provide and pay for group disability insurance for the Superintendent providing monthly income equal to sixty percent (60%) of the base monthly salary, beginning three (3) calendar months after such disability and continuing until age sixty-five (65). The Superintendent will have the option to purchase additional group disability coverage at the group rate, up to seventy-five percent (75%) of the base monthly salary. The Board will honor the sick day provision of this Agreement as a secondary contributor. The primary contributor under these circumstances will be the contributory and non-contributory coverage provided by one insurance carrier. The combined payments of the insurance carrier and the Board of Education will be no more than 100% of salary. The specific terms and conditions of the disability plan are set forth in the plan document on file at the central office as of July 1, 2003.

E. Sick Leave. The Superintendent will receive credit for seventy (70) sick leave days earned in his previous employment as well as an allowance of eighteen (18) days per year, which may be accumulated to a maximum total of 200 days. Such sick leave shall be for the personal illness of the Superintendent, and unused days shall not be paid out upon

resignation, retirement or termination. Should the Superintendent suffer a long-term or chronic illness before earning at least ninety (90) days of sick leave, the Board shall advance sick leave to the Superintendent not to exceed a total of ninety (90) days, including days previously earned or credited. During the course of any paid or unpaid leave granted for medical reasons, the Board may periodically require the Superintendent to provide a statement from his physician indicating the anticipated date that he will return to work, the nature of the illness or disability, and his fitness to return to work. The Board may require that he undergo an examination by a Board appointed physician, at Board expense, to verify this information.

F. Personal Leave. Up to five (5) days annually for a personal leave may be granted to the Superintendent.

G. Holidays. All holidays set each year by the school calendar shall be granted to the Superintendent plus the summer holidays of July 4th and Labor Day.

H. Religious Holidays. The Superintendent shall be allowed up to two (2) days with pay per year for observance of religious holidays when these days come on a scheduled workday.

I. Vacation Days. The Board shall provide the Superintendent with thirty (30) vacation days annually (exclusive of legal holidays). The Superintendent may carry up to five (5) unused vacation days into the succeeding year to be used in that same year. Any unused vacation days beyond the five (5) which may be carried over into the succeeding year will be converted to sick days and added to the cumulative number of accrued sick days.

J. Pursuant to and congruent with Connecticut General Statute § 10-235, the Board agrees to indemnify the Superintendent in damage suits and expenses of litigation.

K. The Superintendent shall be entitled to the reimbursement for reasonable and legitimate out-of-pocket school district business expenses, upon presentation of receipts or other acceptable documentation. Presentation of such documentation will be consistent with existing Board practice for such reimbursement, as may be amended or modified for the school system.

L. The Board shall provide the Superintendent with technology for use at his home office which the Parties mutually agree is current and appropriate to fulfill the job responsibilities of the position. The Board will pay for internet service connection charges. The Board will provide the Superintendent with a cell phone for his professional use with the costs being borne by the Board. All equipment shall be returned to the District at the end of the term of this Agreement or any extension thereof.

M. The Board agrees to provide the Superintendent with a monthly stipend of Five Hundred Dollars (\$500) to reimburse the Superintendent for his travel expenses incurred in the performance of his duties under this Agreement.

6. Evaluation

The Board may evaluate in writing the performance of the Superintendent annually. The evaluation shall be reasonably related to the goals and objectives of the District for the year in question. Either the Board or the Superintendent may insist on a written evaluation.

The Superintendent shall submit to the Board a recommended format for evaluating the Superintendent's performance, which the Board, in its discretion, may use all or part of in determining the evaluation format.

The evaluation format shall be reasonably objective, related to the job description, and shall contain at least the following criteria: Board Superintendent relations, community relations, personnel relations, educational program, business matters, professional leadership, and personal qualities. The evaluation format shall not include a written individual evaluation by, and or from, each individual Board member, but a final evaluation shared by the Board Chair.

7. Evaluation Process

The Board shall evaluate the Superintendent in executive session no later than thirty (30) days after the end of each year of this Agreement. In the event that the Board determines that the performance of the Superintendent is deficient in any respect, it may describe any such performance concern verbally or in writing in reasonable detail, indicating specific instances where appropriate, said deficient performance. The evaluation shall include recommendations as to areas of improvement.

A copy of any written evaluation shall be delivered to the Superintendent within thirty (30) days of its completion. The Superintendent may make a written response to the written evaluation, which shall become part of the Superintendent's personnel file. Within thirty (30) days of delivery of the written evaluation to the Superintendent, the Board shall meet in executive session with the Superintendent to discuss the evaluation.

8. Termination

A. The parties may, by mutual written consent, terminate this Agreement at any time.

B. The Superintendent shall be entitled to terminate this Agreement upon written notice of ninety (90) days.

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

- (1) Inefficiency or incompetence;
- (2) Ineffective performance;
- (3) Insubordination;
- (4) Moral misconduct;
- (5) Disability;
- (6) 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 his Agreement 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 Agreement 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 twenty (20) days after receipt of such request. The Board shall render its decision within fifteen (15) days of such hearing and shall send a copy of its decision setting forth the reasons and evidence relied on to the Superintendent. The Board's decision shall be based on the evidence presented at the hearing.

Subject to law, such hearing may be in executive or public session, at the option of the Superintendent. The Superintendent shall have the right to legal counsel at his own expense.

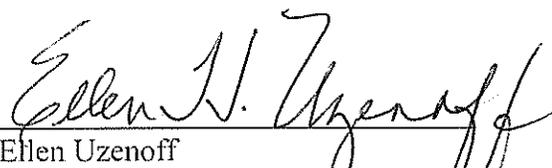
Any time limits established herein may be waived by mutual written agreement of the parties.

9. General Provisions

- A. If any part of this Agreement is invalid, it shall not affect the remainder of said Agreement, but said remainder shall be binding and effective against all 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 signing, it supersedes all prior agreements between the parties.

IN WITNESS WHEREOF, the undersigned have executed this Agreement on the dates hereinafter set forth.

Date 8/14/2017 
William S. McKersie, Ph.D.
Superintendent of Schools

Date August 10, 2017 
Ellen Uzenoff
Chairperson, Weston Board of Education

**ASSISTANT SUPERINTENDENT
OF CURRICULUM AND INSTRUCTION
EMPLOYMENT AGREEMENT
BOARD OF EDUCATION OF WESTON, CONNECTICUT**

The Board of Education of the Town of Weston, Connecticut (hereinafter referred to as the "Board") hereby agrees to employ Dr. Kenneth Crow (hereinafter referred to as the Assistant Superintendent of Curriculum and Instruction) under the terms and conditions hereinafter set forth.

1. DUTIES

Under the direction and supervision of the Superintendent of Schools, the Assistant Superintendent of Curriculum and Instruction shall be responsible for all aspects of curriculum, instruction, and professional development and shall perform the duties set forth in the job description for the position of Assistant Superintendent of Curriculum and Instruction and shall perform other duties as determined by the Superintendent of Schools.

2. TERM

The term of employment under this Employment Agreement is July 1, 2017 through June 30, 2020. Prior to June 30, 2018, the Board may vote to extend this contract. Absent such action by the Board, this contract shall terminate on June 30, 2020 in accordance with its terms.

The Assistant Superintendent of Curriculum and Instruction shall provide ninety (90) calendar days' prior written notice to the Superintendent in the event that he wishes to resign or retire from his employment with the Board.

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.

3. COMPENSATION

- A.** The base annual salary rate for the Assistant Superintendent of Curriculum and Instruction shall be \$193,526 for the 2017-2018 contract year. The Board shall vote prior to June 30 of each succeeding year on the annual salary for the Assistant Superintendent of Curriculum and Instruction. The base annual salary for any successive year of this contract shall not be less than the salary for the preceding year.
- B.** The Assistant Superintendent of Curriculum and Instruction may arrange to have an elective deferral deducted from his annual salary on a pre-tax basis pursuant to a legally binding salary reduction agreement, to have contributed

as an annual deferral to a Section 457 Plan that meets the requirements of an eligible plan as defined in the applicable regulations issued by the Internal Revenue Service, provided said amount shall not exceed the applicable IRS dollar limits set forth in Sections 457(e) and 414(v) of the Internal Revenue Code for said contract year.

- C. The Assistant Superintendent of Curriculum and Instruction may arrange to have an elective deferral deducted from his annual salary on a pre-tax basis pursuant to a legally binding salary reduction agreement, to have contributed as an elective deferral in accordance with Section 403(b)(12)(A)(ii) of the Internal Revenue Code toward the purchase of a 403(b) annuity with a tax-sheltered annuity company of his choice.
- D. The Board shall provide an automobile allowance of \$6,000 per contract year, payable in monthly installments to the Assistant Superintendent of Curriculum and Instruction at the second payroll date of each month for professional related travel in connection with his duties and responsibilities.
- E. If the Assistant Superintendent of Curriculum and Instruction dies during the term of this Agreement, the Board shall continue to pay his salary to his estate for a period of two (2) months following his death.

4. FRINGE BENEFITS AND WORKING CONDITIONS

- A. For the 2017-2018 contract year, the Board shall provide for the Assistant Superintendent of Curriculum and Instruction and his eligible dependents the medical and health benefits currently in effect for the Weston Administrators' Association (WAA), provided that he contributes through payroll deductions the same premium co-share costs of such coverage as members of WAA. The insurance plan(s) providing for such benefits shall be revised in accordance with changes, if any, in the plan(s) for the Weston Administrators' Association.

To be eligible to receive these benefits, the Assistant Superintendent of Curriculum and Instruction must submit a written wage deduction authorization permitting the Board to deduct from his salary the appropriate share of the cost of benefits set forth above. The Assistant Superintendent of Curriculum and Instruction may forego or withdraw from full coverage rather than pay his share of the cost of benefits. If he foregoes or withdraws from full coverage rather than pay his share of the cost of benefits, he must satisfy any existing re-entry conditions or limitations of the plan.

Subject to law, including the rules and regulations of the Internal Revenue Service and independent of the requirement that he contribute to the cost of medical benefits and pay deductibles, the Board shall implement and maintain a "Section 125" Salary Reduction Agreement which shall be

designed to permit exclusion from taxable income of the Assistant Superintendent of Curriculum and Instruction's share of the health and medical contributions and deductibles to be paid.

- B. **Life Insurance.** The Board shall provide and pay for group term life insurance with a death benefit equal to three (3) times the annual salary for the Assistant Superintendent of Curriculum and Instruction. The insurance shall include additional benefits for accidental death or dismemberment.

- C. **Disability Insurance.** The Board shall provide and pay for group disability insurance for the Assistant Superintendent of Curriculum and Instruction providing a monthly income equal to sixty percent (60%) of the base monthly salary, beginning three (3) calendar months after such disability and continuing until age sixty-five (65). To qualify for disability insurance, the responsible insurance carrier must accept the employee into the group. The Assistant Superintendent of Curriculum and Instruction will have the option to purchase additional group disability coverage at the group rate, up to seventy-five percent (75%) of the base monthly salary. If the Assistant Superintendent of Curriculum and Instruction should qualify for disability insurance, the Board will honor the sick day plan as a secondary contributor. The primary contributor under these circumstances will be the contributory and non-contributory coverage provided by one insurance carrier. The combined payments of the insurance carrier and the Board of Education will be no more than 100% of salary. The specific terms and conditions of the disability plan are set forth in the plan document on file at the central office.

- D. **Sick Leave.** The Assistant Superintendent of Curriculum and Instruction will receive an allowance of eighteen (18) sick days per year, which may be accumulated to a maximum total of 200 days, provided that the number of sick days shall be pro-rated for any partial years of service. Should the Assistant Superintendent of Curriculum and Instruction suffer a long-term or chronic illness before earning at least ninety (90) days of sick leave, the Superintendent shall advance sick leave to the Assistant Superintendent of Curriculum and Instruction not to exceed a total of ninety (90) days, including days previously earned.

During the course of any paid or unpaid leave granted for medical reasons, the Superintendent may periodically require this administrator to provide a statement from his physician indicating the anticipated date that he will return to work, the nature of the illness or disability, and his fitness to return to work. The Superintendent may require that he undergo an examination by a Board-appointed physician, at Board expense, to verify this information.

The Assistant Superintendent of Curriculum and Instruction will not be paid for any unused sick days either during the course of employment or upon separation from employment.

- E. **Personal Leave.** Up to five (5) days annually (non-cumulative) for personal leave may be granted to the Assistant Superintendent of Curriculum and Instruction at the discretion of the Superintendent, provided that the number of personal days shall be pro-rated for any partial years of service. Such leave shall be for emergencies and other matters of pressing personal concern that cannot be addressed outside of work hours. The Assistant Superintendent of Curriculum and Instruction will not be paid for any unused personal days either during the course of employment or upon separation from employment.
- F. **Holidays.** All holidays set each year by the school calendar shall be granted to the Assistant Superintendent of Curriculum and Instruction plus the summer holidays of July 4 and Labor Day.
- G. **Religious Holidays.** Upon the approval of the Superintendent, the Assistant Superintendent of Curriculum and Instruction shall be allowed up to two (2) days with pay per year for observance of religious holidays when these days come on a scheduled work day.
- H. **Vacation.** The Board shall provide the Assistant Superintendent of Curriculum and Instruction twenty-five (25) vacation days annually (exclusive of legal holidays), which days shall not be cumulative. The Assistant Superintendent of Curriculum and Instruction may not carry vacation days over from one year to the next, unless the Superintendent of Schools grants approval in writing for the carryover of vacation in a particular year based on extraordinary circumstances and not to exceed five (5) days. The number of vacation days shall be pro-rated for any partial years of service. The Assistant Superintendent of Curriculum and Instruction will not be paid for any unused vacation days either during the course of employment or upon separation from employment.
- I. **Tuition Reimbursement.** The Board will set aside the sum of not less than \$3,500 during each contract year for utilization by the Director of Finance and Operations, the Assistant Superintendent of Curriculum and Instruction, the Director of Human Resources, the Director of Digital Learning and Innovation, and the Superintendent of Schools for study at the graduate level.

Retroactive reimbursement will be made for course work completed during the contract year at a rate of 100% of the cost of tuition unless the Director of Finance and Operations, the Assistant Superintendent of Curriculum and Instruction, the Director of Human Resources, the Director of Digital Learning and Innovation, and/or the Superintendent of Schools collectively exceeds the \$3,500 appropriation. If total tuition costs exceed \$3,500, multiplying the amount of each individual's tuition by the amount designated in the pool and dividing this product by the total amount of tuition actually

incurred by the staff members in the pool shall calculate tuition reimbursement.

Requests for tuition reimbursement must be made at least one week prior to the commencement of the course. All course work eligible for reimbursement shall be taken at an accredited institution, shall have prior approval of the Superintendent of Schools, and shall be completed successfully with a grade of "B+" or higher. Reimbursement will be made in the month of August for courses completed during the previous contract year.

J. Computer. The Board shall provide the Assistant Superintendent of Curriculum and Instruction with a desktop computer or laptop computer (at the option of the district) for his use at his home and/or in other locations away from the Board's offices. All such equipment shall remain the property of the Board and shall be returned to the district at the end of the term of this Agreement or any extension thereof.

K. Reimbursement of Expenses. The Board shall reimburse the Assistant Superintendent of Curriculum and Instruction for reasonable expenses (including expenses for travel, meals, and lodging) incurred by the Assistant Superintendent of Curriculum and Instruction in the course of carrying out his responsibilities under this Agreement. The Assistant Superintendent of Curriculum and Instruction shall submit requests for such reimbursement, together with verification of such expenses, in accordance with the district's procedures regarding reimbursement of expenses.

5. EVALUATION

The Superintendent of Schools shall evaluate and assess the performance of the Assistant Superintendent of Curriculum and Instruction annually, in accordance with current state statutes and district guidelines pertaining to administrators serving with 092 certification.

6. TERMINATION

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

- (1) Inefficiency or incompetence;
- (2) Ineffective performance;
- (3) Insubordination;
- (4) Moral misconduct;
- (5) Disability, as shown by competent medical evidence;
- (6) Other due and sufficient cause.

Prior to taking such action, the Board, acting through the Superintendent, shall provide the Assistant Superintendent with written notice of his/her reason(s) for recommending termination. Upon the written request of the Assistant Superintendent no more than five

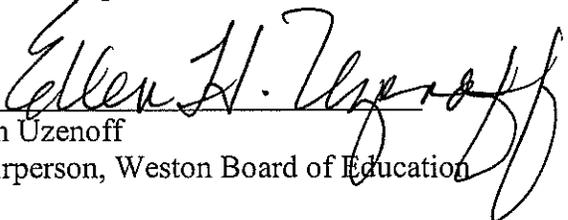
(5) days thereafter, the Board of Education shall conduct a hearing in executive session (unless the Assistant Superintendent requires open session) concerning that recommendation. After such hearing, the Board shall vote in public session on such recommendation, and any such action shall be final. Action taken to terminate employment in accordance with the provisions of Conn. Gen. Stat. Section 10-151, if any, shall take precedence and shall operate to terminate this Agreement as well.

7. GENERAL PROVISIONS

- A. The Assistant Superintendent of Curriculum and Instruction shall hold appropriate certification (Endorsement 092- Intermediate Supervision and Administration) from the State Department of Education as a condition precedent to this Agreement, and the Assistant Superintendent of Curriculum and Instruction shall maintain such certification in effect to maintain this position throughout any term of employment with the Weston Board of Education.
- B. If any part of this Agreement is invalid, it shall not affect the remainder of said Agreement, but said remainder shall be binding and effective against all parties.
- C. 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 signing, it supersedes all prior agreements between the parties for the term prescribed herein.

IN WITNESS WHEREOF, the undersigned have executed this Agreement on the dates hereinafter set forth.

Date July 21, 2017 
Kenneth G. Craw, Ed.D.
Assistant Superintendent of Curriculum and Instruction

Date July 20, 2017 
Ellen Uzenoff
Chairperson, Weston Board of Education

**DIRECTOR OF FINANCE AND OPERATIONS
EMPLOYMENT AGREEMENT
BOARD OF EDUCATION, WESTON, CONNECTICUT**

The Board of Education of the Town of Weston, Connecticut (hereinafter referred to as the "Board") hereby agrees to employ Richard Rudl (hereinafter referred to as the Director of Finance and Operations) under the terms and conditions hereinafter set forth.

1. DUTIES

Under the direction and supervision of the Superintendent of Schools and/or designee, the Director of Finance and Operations shall perform the duties as set forth in the job description for the position of Director of Finance and Operations and all related duties and responsibilities as determined and assigned by the Superintendent of Schools and/designee.

2. TERM

The term of employment under this Employment Agreement is July 1, 2017 through June 30, 2020. Prior to June 30, 2018, the Board may vote to extend this contract. Absent such action by the Board, this contract shall terminate on June 30, 2020 in accordance with its terms.

The Director of Finance and Operations shall provide ninety (90) calendar days' prior written notice to the Superintendent of Schools in the event that he wishes to resign or retire from his employment.

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.

3. COMPENSATION

The base annual salary rate for the Director of Finance and Operations shall be \$177,302 for the 2017-2018 contract year. The Board shall vote prior to June 30, 2018 on the annual salary for the succeeding year for the Director of Finance and Operations.

4. OTHER BENEFITS

The following are the specific benefits of the Employment Agreement for the Director of Finance and Operations for the Weston Public Schools:

- A. Health Insurance Benefits.** For the 2017-2018 contract year, the Board shall provide for the Director of Finance and Operations and his eligible dependents the medical and health benefits currently in effect for the Weston Administrators' Association, provided that he contributes through payroll deductions at the same cost of premium co-share as respective bargaining unit members. The premium contribution percentage applicable to the Director of Finance and Operations for subsequent contract years shall be determined

annually by the Board in conjunction with the Board's salary determination for such contract years. The insurance plan(s) shall be revised in accordance with changes, if any, in the plan(s) for the Weston Administrators' Association.

To be eligible to receive these benefits, the Director of Finance and Operations must submit a written wage deduction authorization permitting the Board to deduct from his salary the appropriate share of the cost of benefits set forth above. The Director of Finance and Operations may forego or withdraw from full coverage rather than pay his share of the cost of benefits. If he foregoes or withdraws from full coverage rather than pay his share of the cost of benefits, he must satisfy any existing re-entry conditions or limitations of the plan.

- B. Pension Plan.** The Director of Finance and Operations shall be covered by the Connecticut Municipal Employees Retirement Fund, Plan B.
- C. Life Insurance.** The Board shall provide life insurance for the Director of Finance and Operations with premiums paid by the Board equal to three times (3x) the employee's annual salary. The insurance shall include additional benefits for accidental death or dismemberment.
- D. Disability Insurance.** The Board shall provide and pay for group disability insurance for the Director of Finance and Operations providing a monthly income equal to 60% of the base monthly salary, beginning three (3) calendar months after such disability and continuing until age 65. To qualify for disability insurance, the responsible insurance carrier must accept the employee into the group. The Director of Finance and Operations will have the option to purchase additional group disability coverage at the group rate, up to 75% of the base monthly salary. If the Director of Finance and Operations should qualify for disability insurance, the Board will honor the sick day plan as a secondary contributor. The primary contributor under these circumstances will be the contributory and non-contributory coverage provided by one insurance carrier. The combined payments of the insurance carrier and the Board of Education will be no more than 100% of salary. The specific terms and conditions of the disability plan are set forth in the plan document on file at the central office.
- E. Sick Leave.** The Director of Finance and Operations will receive an allowance of eighteen (18) sick days per year, which may be accumulated to a maximum total of 200 days, provided that the number of sick days shall be pro-rated for any partial years of service. Should the Director of Finance and Operations suffer a long-term or chronic illness before earning at least ninety (90) days of sick leave, the Superintendent may advance sick leave to the Director of Finance and Operations not to exceed a total of ninety (90) days, including days previously earned.

During the course of any paid or unpaid leave granted for medical reasons, the Superintendent may periodically require this administrator to provide a statement from his physician indicating the anticipated date that he will return to work, the nature of the illness or disability, and his fitness to return to work. The Superintendent may require

that he undergo an examination by a Board-appointed physician, at Board expense, to verify this information.

The Director of Finance and Operations will not be paid for any unused sick days either during the course of employment or upon separation from employment.

- F. Personal Leave.** Up to five (5) days annually (non-cumulative) for personal leave may be granted to the Director of Finance and Operations at the discretion of the Superintendent of Schools. Such leave shall be for emergencies and other matters of pressing personal concern that cannot be addressed outside of work hours. The Director of Finance and Operations will not be paid for any unused personal days either during the course of employment or upon separation from employment.
- G. Holidays.** All holidays set each year by the school calendar shall be granted to the Director of Finance and Operations, plus the summer holidays of July 4 and Labor Day.
- H. Religious Holidays.** Upon the approval of the Superintendent, the Director of Finance and Operations shall be allowed up to two (2) days with pay per year for observance of religious holidays when these days come on a scheduled school day.
- I. Vacation Days.** The Board shall provide the Director of Finance and Operations twenty (25) vacation days annually (exclusive of legal holidays), which days shall not be cumulative. The Director of Finance and Operations may not carry vacation days over from one year to the next, unless the Superintendent of Schools grants approval in writing for the carryover of vacation in a particular year based on extraordinary circumstances and not to exceed five (5) days. The number of vacation days shall be pro-rated for any partial years of service. The Director of Finance and Operations will not be paid for any unused vacation days either during the course of employment or upon separation.
- J. Computer.** The Board shall provide the Director of Finance and Operations with a desktop computer or laptop computer (at the option of the district) for his use at his home and/or other locations away from the Board's offices. All such equipment shall remain the property of the Board and shall be returned to the district at the end of the term of this Agreement or any extension thereof.
- K. Professional Conferences.** Professional conference/workshop funds for training and skill advancement may be available for the Director of Finance and Operations, upon prior approval by the Superintendent.
- L. Automobile Allowance.** The Board shall provide an automobile allowance of \$3,000 per contract year, payable in monthly installments to the Director of Finance and Operations at the second payroll date of each month for professional related travel in connection with his duties and responsibilities.
- M. Tuition Reimbursement.** The Board will set aside the sum of not less than \$3,500 during each contract year for utilization by the Director of Finance and Operations, the

Assistant Superintendent of Curriculum and Instruction, the Director of Human Resources, the Director of Finance and Operations, and the Superintendent of Schools for study at the graduate level.

Retroactive reimbursement will be made for course work completed during the contract year at a rate of 100% of the cost of tuition unless the Director of Finance and Operations, the Assistant Superintendent of Curriculum and Instruction, the Director of Human Resources, the Director of Finance and Operations and/or the Superintendent of Schools collectively exceeds the \$3,500 appropriation. If total tuition costs exceed \$3,500, multiplying the amount of each individual's tuition by the amount designated in the pool and dividing this product by the total amount of tuition actually incurred by the staff members in the pool shall calculate tuition reimbursement.

Requests for tuition reimbursement must be made at least one week prior to the commencement of the course. All course work eligible for reimbursement shall be taken at an accredited institution, shall have prior approval of the Superintendent of Schools, and shall be completed successfully with a grade of "B+" or higher. Reimbursement will be made in the month of August for courses completed during the previous contract year.

5. EVALUATION

The Superintendent shall evaluate and assess the performance of the Director of Finance and Operations in accordance with the Board's policy on evaluation of supervisory support personnel.

6. TERMINATION

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

- (1) Inefficiency or incompetence;
- (2) Ineffective performance;
- (3) Insubordination;
- (4) Moral misconduct;
- (5) Disability, as shown by competent medical evidence;
- (6) Other due and sufficient cause.

Prior to taking such action, the Board, acting through the Superintendent, shall provide the Director of Finance and Operations with written notice of his/her reason(s) for recommending termination. Upon the written request of the Director of Finance and Operations no more than five (5) days thereafter, the Board of Education shall conduct a hearing in executive session (unless Director of Finance and Operations requires open session) concerning that recommendation. After such hearing, the Board shall vote in public session on such recommendation, and any such action shall be final.

7. GENERAL PROVISIONS

If any part of this Agreement is invalid, it shall not affect the remainder of said Agreement, but said remainder shall be binding and effective against all parties.

This Agreement contains the entire agreement between the parties. It may not be amended orally but may be amended only by agreement in writing signed by both parties. Commencing upon signing, it supersedes all prior agreements between the parties for the term prescribed herein.

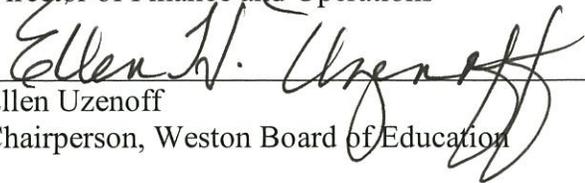
IN WITNESS WHEREOF, the undersigned have executed this Agreement on the dates hereinafter set forth.

Date 7/21/2017



Richard Rudl
Director of Finance and Operations

Date July 20, 2017



Ellen Uzenoff
Chairperson, Weston Board of Education

**DIRECTOR OF HUMAN RESOURCES
EMPLOYMENT AGREEMENT
BOARD OF EDUCATION OF WESTON, CONNECTICUT**

The Board of Education of the Town of Weston, Connecticut (hereinafter referred to as the "Board") hereby agrees to employ Lewis D. Brey (hereinafter referred to as the Director of Human Resources) under the terms and conditions hereinafter set forth.

1. DUTIES

Under the direction and supervision of the Superintendent of Schools, the Director of Human Resources shall be responsible for performing the duties set forth in the job description for the position of Director of Human Resources and shall perform related duties as determined by the Superintendent of Schools.

2. TERM

The term of employment under this Employment Agreement is July 1, 2017 through June 30, 2020. Prior to June 30, 2018, the Board may vote to extend this contract. Absent such action by the Board, this contract shall terminate on June 30, 2020 in accordance with its terms.

The Director of Human Resources shall provide ninety (90) calendar days' prior written notice to the Superintendent in the event that he wishes to resign or retire from his employment with the Board.

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.

3. COMPENSATION

- A.** The base annual salary rate for the Director of Human Resources shall be \$170,323 for the 2017-2018 contract year. The Board shall vote prior to June 30 of each succeeding year on the annual salary for the Director of Human Resources.
- B.** With respect to the salary payment set forth in Section 3A of this Agreement, the Director of Human Resources may elect to reduce his salary as set forth in Section 3A above for the contract year on a pre-tax basis pursuant to a legally binding salary reduction agreement, as permitted under Section 403(b)(12)(A)(ii) of the Internal Revenue Code, as amended, including the applicable catch-up limit of Section 414(v) of the Internal Revenue Code, and then contribute said salary reduction amount toward the purchase of a 403(b) annuity with a tax sheltered annuity company of his choice pursuant to the Board's 403(b) plan

available to Board employees generally in accordance with Section 403(b) of the Internal Revenue Code, as amended. The Director of Human Resources shall execute such authorizations as are required to enable the Board to deduct such amounts from his salary in Section 3A and transmit them to the Board's 403(b) plan.

- C. The Board shall provide an automobile allowance of \$3,000 per contract year, payable in monthly installments to the Director of Human Resources at the second payroll date of each month for professional related travel in connection with his duties and responsibilities.
- D. If the Director of Human Resources dies during the term of this Agreement, the Board shall continue to pay his salary for a period of two (2) months following his death.
- E. The Board will compensate the Director of Human Resources a total of \$10,000 per contract year, payable in monthly installments for his legal services to the district, provided he remains a member in good standing of the Connecticut bar.

4. FRINGE BENEFITS AND WORKING CONDITIONS

- A. For the 2017-2018 contract year, the Board shall provide for the Director of Human Resources and his eligible dependents the medical and health benefits currently in effect for the Weston Administrators' Association (WAA), provided that he contributes through payroll deductions the same premium co-share costs of such coverage as members of WAA. The insurance plan(s) providing such benefits shall be revised in accordance with changes, if any, in the plan(s) for the Weston Administrators' Association.

To be eligible to receive these benefits, the Director of Human Resources must submit a written wage deduction authorization permitting the Board to deduct from his salary the appropriate share of the cost of benefits set forth above. The Director of Human Resources may forego or withdraw from full coverage rather than pay his share of the cost of benefits. If he foregoes or withdraws from full coverage rather than pay his share of the cost of benefits, he must satisfy any existing re-entry conditions or limitations of the plan.

Subject to law, including the rules and regulations of the Internal Revenue Service and independent of the requirement that he contribute to the cost of medical benefits and pay deductibles, the Board shall implement and maintain a "Section 125" Salary Reduction Agreement which shall be designed to permit exclusion from taxable income of the Director of

Human Resources' share of the health and medical contributions and deductibles to be paid.

- B. **Pension Plan.** The Director of Human Resources shall be covered by the Connecticut Municipal Employees Retirement Fund, Plan B.
- C. **Life Insurance.** The Board shall provide and pay for group term life insurance with a death benefit equal to three (3) times the annual salary for the Director of Human Resources. The insurance shall include additional benefits for accidental death or dismemberment.
- D. **Disability Insurance.** The Board shall provide and pay for group disability insurance for the Director of Human Resources providing a monthly income equal to 60% of the base monthly salary, beginning three (3) calendar months after such disability and continuing until age 65. To qualify for disability insurance, the responsible insurance carrier must accept the employee into the group. The Director of Human Resources will have the option to purchase additional group disability coverage at the group rate, up to 75% of the base monthly salary. If the Director of Human Resources should qualify for disability insurance, the Board will honor the sick day plan as a secondary contributor. The primary contributor under these circumstances will be the contributory and non-contributory coverage provided by one insurance carrier. The combined payments of the insurance carrier and the Board of Education will be no more than 100% of salary. The specific terms and conditions of the disability plan are set forth in the plan document on file at the central office.
- E. **Sick Leave.** The Director of Human Resources will receive an allowance of eighteen (18) sick days per year, which may be accumulated to a maximum total of 200 days, provided that the number of sick days shall be pro-rated for any partial years of service. Should the Director of Human Resources suffer a long-term or chronic illness before earning at least ninety (90) days of sick leave, the Superintendent shall advance sick leave to the Director of Human Resources not to exceed a total of ninety (90) days, including days previously earned.

During the course of any paid or unpaid leave granted for medical reasons, the Superintendent may periodically require this administrator to provide a statement from his physician indicating the anticipated date that he will return to work, the nature of the illness or disability, and his fitness to return to work. The Superintendent may require that he undergo an examination by a Board-appointed physician, at Board expense, to verify this information.

The Director of Human Resources will not be paid for any unused sick days either during the course of employment or upon separation from employment.

- F. **Personal Leave.** Up to five (5) days annually (non-cumulative) for personal leave may be granted to the Director of Human Resources at the discretion of the Superintendent, provided that the number of personal days shall be pro-rated for any partial years of service. Such leave shall be for emergencies and other matters of pressing personal concern that cannot be addressed outside of work hours. The Director of Human Resources will not be paid for any unused personal days, either during the course of employment or upon separation from employment.
- G. **Holidays.** All holidays set each year by the school calendar shall be granted to the Director of Human Resources plus the summer holidays of July 4 and Labor Day.
- H. **Religious Holidays.** Upon the approval of the Superintendent, the Director of Human Resources shall be allowed up to two (2) days with pay per year for observance of religious holidays when these days come on a scheduled work day.
- I. **Vacation.** The Board shall provide the Director of Human Resources twenty-five (25) vacation days annually (exclusive of legal holidays), which days shall not be cumulative. The Director of Human Resources may not carry vacation days over from one year to the next, unless the Superintendent of Schools grants approval in writing for the carryover of vacation in a particular year based on extraordinary circumstances and not to exceed five (5) days. The number of vacation days shall be pro-rated for any partial years of service. The Director of Human Resources will not be paid for any unused vacation days either during the course of employment or upon separation.
- J. **Tuition Reimbursement.** The Board will set aside the sum of not less than \$3,500 during each contract year for utilization by the Director of Finance and Operations, the Assistant Superintendent of Curriculum and Instruction, the Director of Human Resources, the Director of Digital Learning and Innovation, and the Superintendent of Schools for study at the graduate level.

Retroactive reimbursement will be made for course work completed during the contract year at a rate of 100% of the cost of tuition unless the Director of Finance and Operations, the Assistant Superintendent of Curriculum and Instruction, the Director of Human Resources, the Director of Digital Learning and Innovation, and/or the Superintendent of Schools collectively exceeds the \$3,500 appropriation. If total tuition

costs exceed \$3,500, multiplying the amount of each individual's tuition by the amount designated in the pool and dividing this product by the total amount of tuition actually incurred by the staff members in the pool shall calculate tuition reimbursement.

Requests for tuition reimbursement must be made at least one week prior to the commencement of the course. All course work eligible for reimbursement shall be taken at an accredited institution, shall have prior approval of the Superintendent of Schools, and shall be completed successfully with a grade of "B+" or higher. Reimbursement will be made in the month of August for courses completed during the previous contract year.

K. Computer. The Board shall provide the Director of Human Resources with a desktop computer or laptop computer (at the option of the district) for his use at his home and/or in other locations away from the Board's offices. All such equipment shall remain the property of the Board and shall be returned to the district at the end of the term of this Agreement or any extension thereof.

L. Reimbursement of Expenses. The Board shall reimburse the Director of Human Resources for reasonable expenses (including expenses for travel, meals and lodging) incurred by the Director of Human Resources in the course of carrying out his responsibilities under this Agreement. The Director of Human Resources shall submit requests for such reimbursement, together with verification of such expenses, in accordance with the district's procedures regarding reimbursement of expenses.

5. EVALUATION

The Superintendent of Schools shall evaluate and assess the performance of the Director of Human Resources annually in accordance with an evaluation plan developed by the Superintendent after consultation with the Director of Human Resources.

6. TERMINATION

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

- (1) Inefficiency or incompetence;
- (2) Ineffective performance;
- (3) Insubordination;
- (4) Moral misconduct;
- (5) Disability, as shown by competent medical evidence;
- (6) Other due and sufficient cause.

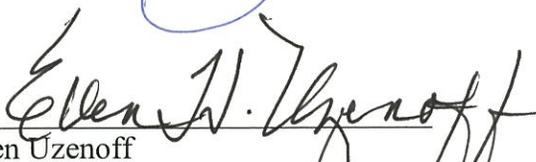
Prior to taking such action, the Board, acting through the Superintendent, shall provide the Director of Human Resources with written notice of his/her reason(s) for recommending termination. Upon the written request of the Director of Human Resources no more than five (5) days thereafter, the Board of Education shall conduct a hearing in executive session (unless Director of Human Resources requires open session) concerning that recommendation. After such hearing, the Board shall vote in public session on such recommendation, and any such action shall be final.

7. GENERAL PROVISIONS

- A. If any part of this Agreement is invalid, it shall not affect the remainder of said Agreement, but said remainder shall be binding and effective against all 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 signing, it supersedes all prior agreements between the parties for the term prescribed herein.

IN WITNESS WHEREOF, the undersigned have executed this Agreement on the dates hereinafter set forth.

Date July 21, 2017 
Lewis Brey
Director of Human Resources

Date July 20, 2017 
Ellen Uzenoff
Chairperson, Weston Board of Education

**DIRECTOR OF DIGITAL LEARNING AND TECHNOLOGY
EMPLOYMENT AGREEMENT
BOARD OF EDUCATION, WESTON, CONNECTICUT**

The Board of Education of the Town of Weston, Connecticut (hereinafter referred to as the "Board") hereby agrees to employ Dr. Craig Tunks (hereinafter referred to as the Director of Digital Learning and Technology) under the terms and conditions hereinafter set forth.

1. DUTIES

Under the direction and supervision of the Superintendent of Schools and/or designee, the Director of Digital Learning and Technology shall perform the duties as set forth in the job description for the position of Director of Digital Learning and Technology and all related duties and responsibilities as determined and assigned by the Superintendent of Schools and/designee.

2. TERM

The term of employment under this Employment Agreement is July 1, 2017 through June 30, 2020. Prior to June 30, 2018, the Board may vote to extend this contract. Absent such action by the Board, this contract shall terminate on June 30, 2020 in accordance with its terms.

The Director of Digital Learning and Technology shall provide sixty (60) calendar days' prior written notice to the Superintendent of Schools in the event that he wishes to resign or retire from his employment.

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.

3. COMPENSATION

The base annual salary rate for the Director of Digital Learning and Technology shall be \$171,565 for the 2017-2018 contract year. The Board shall vote prior to June 30 of each succeeding year on the annual salary for the Director of Digital Learning and Technology.

4. OTHER BENEFITS

The following are the specific benefits of the Employment Agreement for the Director of Digital Learning and Technology for the Weston Public Schools:

- A. Health Insurance Benefits.** For the 2017-2018 contract year, the Board shall provide for the Director of Digital Learning and Technology and his eligible dependents the medical and health benefits currently in effect for the Weston Administrators' Association, provided that he contributes through payroll deductions at the same cost of premium co-share as respective bargaining unit members. The premium contribution

percentage applicable to the Director of Digital Learning and Technology for subsequent contract years shall be determined annually by the Board in conjunction with the Board's salary determination for such contract years. The insurance plan(s) shall be revised in accordance with changes, if any, in the plan(s) for the Weston Administrators' Association.

To be eligible to receive these benefits, the Director of Digital Learning and Technology must submit a written wage deduction authorization permitting the Board to deduct from his salary the appropriate share of the cost of benefits set forth above. The Director of Digital Learning and Technology may forego or withdraw from full coverage rather than pay his share of the cost of benefits. If he foregoes or withdraws from full coverage rather than pay his share of the cost of benefits, he must satisfy any existing re-entry conditions or limitations of the plan.

- B. Pension Plan.** The Director of Digital Learning and Technology shall be covered by the Connecticut Municipal Employees Retirement Fund, Plan B.
- C. Life Insurance.** The Board shall provide life insurance for the Director of Digital Learning and Technology with premiums paid by the Board equal to three times (3x) the employee's annual salary. The insurance shall include additional benefits for accidental death or dismemberment.
- D. Disability Insurance.** The Board shall provide and pay for group disability insurance for the Director of Digital Learning and Technology providing a monthly income equal to 60% of the base monthly salary, beginning three (3) calendar months after such disability and continuing until age 65. To qualify for disability insurance, the responsible insurance carrier must accept the employee into the group. The Director of Digital Learning and Technology will have the option to purchase additional group disability coverage at the group rate, up to 75% of the base monthly salary. If the Director of Digital Learning and Technology should qualify for disability insurance, the Board will honor the sick day plan as a secondary contributor. The primary contributor under these circumstances will be the contributory and non-contributory coverage provided by one insurance carrier. The combined payments of the insurance carrier and the Board of Education will be no more than 100% of salary. The specific terms and conditions of the disability plan are set forth in the plan document on file at the central office.
- E. Sick Leave.** The Director of Digital Learning and Technology will receive an allowance of eighteen (18) sick days per year, which may be accumulated to a maximum total of 200 days, provided that the number of sick days shall be pro-rated for any partial years of service. Should the Director of Digital Learning and Technology suffer a long-term or chronic illness before earning at least ninety (90) days of sick leave, the Superintendent may advance sick leave to the Director of Digital Learning and Technology not to exceed a total of ninety (90) days, including days previously earned.

During the course of any paid or unpaid leave granted for medical reasons, the Superintendent may periodically require this administrator to provide a statement from

his physician indicating the anticipated date that he will return to work, the nature of the illness or disability, and his fitness to return to work. The Superintendent may require that he undergo an examination by a Board-appointed physician, at Board expense, to verify this information.

The Director of Digital Learning and Technology will not be paid for any unused sick days either during the course of employment or upon separation from employment.

- F. **Personal Leave.** Up to five (5) days annually (non-cumulative) for personal leave may be granted to the Director of Digital Learning and Technology at the discretion of the Superintendent of Schools. Such leave shall be for emergencies and other matters of pressing personal concern that cannot be addressed outside of work hours. The Director of Digital Learning and Technology will not be paid for any unused personal days either during the course of employment or upon separation from employment.
- G. **Holidays.** All holidays set each year by the school calendar shall be granted to the Director of Digital Learning and Technology, plus the summer holidays of July 4 and Labor Day.
- H. **Religious Holidays.** Upon the approval of the Superintendent, the Director of Digital Learning and Technology shall be allowed up to two (2) days with pay per year for observance of religious holidays when these days come on a scheduled school day.
- I. **Vacation Days.** The Board shall provide the Director of Digital Learning and Technology twenty (25) vacation days annually (exclusive of legal holidays), which days shall not be cumulative. The Director of Digital Learning and Technology may not carry vacation days over from one year to the next, unless the Superintendent of Schools grants approval in writing for the carryover of vacation in a particular year based on extraordinary circumstances and not to exceed five (5) days. The number of vacation days shall be pro-rated for any partial years of service. The Director of Digital Learning and Technology will not be paid for any unused vacation days either during the course of employment or upon separation.
- J. **Computer.** The Board shall provide the Director of Digital Learning and Technology with a desktop computer or laptop computer (at the option of the district) for his use at his home and/or other locations away from the Board's offices. All such equipment shall remain the property of the Board and shall be returned to the district at the end of the term of this Agreement or any extension thereof.
- K. **Professional Conferences.** Professional conference/workshop funds for training and skill advancement may be available for the Director of Digital Learning and Technology, upon prior approval by the Superintendent.
- L. **Automobile Allowance.** The Board shall provide an automobile allowance of \$3,000 per contract year, payable in monthly installments to the Director of Digital Learning and Technology at the second payroll date of each month for professional related travel in

connection with his duties and responsibilities.

M. Tuition Reimbursement. The Board will set aside the sum of not less than \$3,500 during each contract year for utilization by the Director of Finance and Operations, the Assistant Superintendent of Curriculum and Instruction, the Director of Human Resources, the Director of Digital Learning and Technology, and the Superintendent of Schools for study at the graduate level.

Retroactive reimbursement will be made for course work completed during the contract year at a rate of 100% of the cost of tuition unless the Director of Finance and Operations, the Assistant Superintendent of Curriculum and Instruction, the Director of Human Resources, and/or the Director of Digital Learning and Technology collectively exceeds the \$3,500 appropriation. If total tuition costs exceed \$3,500, multiplying the amount of each individual's tuition by the amount designated in the pool and dividing this product by the total amount of tuition actually incurred by the staff members in the pool shall calculate tuition reimbursement.

Requests for tuition reimbursement must be made at least one week prior to the commencement of the course. All course work eligible for reimbursement shall be taken at an accredited institution, shall have prior approval of the Superintendent of Schools, and shall be completed successfully with a grade of "B+" or higher. Reimbursement will be made in the month of August for courses completed during the previous contract year.

5. EVALUATION

The Superintendent shall evaluate and assess the performance of the Director of Digital Learning and Technology in accordance with the Board's policy on evaluation of supervisory support personnel.

6. TERMINATION

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

- (1) Inefficiency or incompetence;
- (2) Ineffective performance;
- (3) Insubordination;
- (4) Moral misconduct;
- (5) Disability, as shown by competent medical evidence;
- (6) Other due and sufficient cause.

Prior to taking such action, the Board, acting through the Superintendent, shall provide the Director of Digital Learning and Technology with written notice of his/her reason(s) for recommending termination. Upon the written request of the Director of Digital Learning and Technology no more than five (5) days thereafter, the Board of Education shall conduct a hearing in executive session (unless Director of Digital Learning and Technology requires open session) concerning that recommendation. After such hearing, the Board shall vote in public session on

such recommendation, and any such action shall be final.

7. GENERAL PROVISIONS

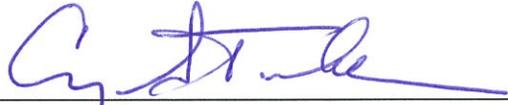
If any part of this Agreement is invalid, it shall not affect the remainder of said Agreement, but said remainder shall be binding and effective against all parties.

This Agreement contains the entire agreement between the parties. It may not be amended orally but may be amended only by agreement in writing signed by both parties. Commencing upon signing, it supersedes all prior agreements between the parties for the term prescribed herein.

IN WITNESS WHEREOF, the undersigned have executed this Agreement on the dates hereinafter set forth.

Date 7/24/17

Date July 20, 2017



Dr. Craig Tunks
Director of Digital Learning and Technology



Ellen Uzenoff
Chairperson, Weston Board of Education

**DIRECTOR OF SCHOOL FACILITIES AND SECURITY AND SECURITY
EMPLOYMENT AGREEMENT
BOARD OF EDUCATION, WESTON, CONNECTICUT**

The Board of Education of the Town of Weston, Connecticut (hereinafter referred to as the "Board") hereby agrees to employ Joseph Olenik (hereinafter referred to as the Director of School Facilities and Security) under the terms and conditions hereinafter set forth.

1. DUTIES

Under the direction and supervision of the Director of Finance and Operations the Director of School Facilities and Security shall be responsible for all aspects of management and maintenance of school facilities, including but not limited to athletic fields and grounds. The Director of School Facilities and Security shall perform the duties as set forth in the job description for the position of Director of School Facilities and Security and all related duties as determined and assigned by the Director of Finance and Operations or Superintendent of Schools.

2. TERM

The term of employment under this Employment Agreement is July 1, 2017 through June 30, 2020. Prior to June 30, 2018, the Board may vote to extend this contract. Absent such action by the Board, this contract shall terminate on June 30, 2020 in accordance with its terms.

The Director of School Facilities and Security shall provide sixty (60) calendar days' prior written notice to the Superintendent of Schools in the event that he wishes to resign or retire from his employment.

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.

3. COMPENSATION

The base annual salary rate for the Director of School Facilities and Security shall be \$131,168, plus a 7.5% salary differential of \$9,837 for management of security operations for the 2017-2018 contract year. The Board shall vote prior to June 30 of each succeeding year on the annual salary for the Director of School Facilities and Security.

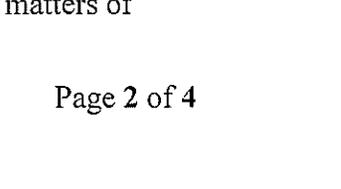
4. OTHER BENEFITS

The following are the specific benefits of the Employment Agreement for the Director of School Facilities and Security for the Weston Public Schools:

- A. Health Insurance Benefits.** For the 2017-2018 contract year, the Board shall provide for the Director of School Facilities and Security and his eligible dependents the medical

and health benefits currently in effect for the Weston Administrators' Association, provided that he contributes through payroll deductions at the same cost of premium co-share as respective bargaining unit members. The premium contribution percentage applicable to the Director of School Facilities and Security for subsequent contract years shall be determined annually by the Board in conjunction with the Board's salary determination for such contract years. The insurance plan(s) shall be revised in accordance with changes, if any, in the plan(s) for the Weston Administrators' Association.

To be eligible to receive these benefits, the Director of School Facilities and Security must submit a written wage deduction authorization permitting the Board to deduct from his salary the appropriate share of the cost of benefits set forth above. The Director of School Facilities and Security may forego or withdraw from full coverage rather than pay his share of the cost of benefits. If he foregoes or withdraws from full coverage rather than pay his share of the cost of benefits, he must satisfy any existing re-entry conditions or limitations of the plan.

- B. **Pension Plan.** The Director of School Facilities and Security shall be covered by the Connecticut Municipal Employees Retirement Fund, Plan B.
- C. **Life Insurance.** The Board shall provide life insurance for the Director of School Facilities and Security with premiums paid by the Board equal to three times (3x) the employee's annual salary. The insurance shall include additional benefits for accidental death or dismemberment.
- D. **Disability Insurance.** The Board shall provide and pay for group disability insurance for the Director of School Facilities and Security providing a monthly income equal to 60% of the base monthly salary, beginning three (3) calendar months after such disability and continuing until age 65. To qualify for disability insurance, the responsible insurance carrier must accept the employee into the group. The Director of School Facilities and Security will have the option to purchase additional group disability coverage at the group rate, up to 75% of the base monthly salary. If the Director of School Facilities and Security should qualify for disability insurance, the Board will honor the sick day plan as a secondary contributor. The primary contributor under these circumstances will be the contributory and non-contributory coverage provided by one insurance carrier. The combined payments of the insurance carrier and the Board of Education will be no more than 100% of salary. The specific terms and conditions of the disability plan are set forth in the plan document on file at the central office.
- E. **Sick Leave.** The Director of School Facilities and Security will accrue sick leave at 1.25 ^{1.25} days per month to a maximum of eighteen (18) days per contract year, accumulating to a maximum of one hundred ninety (190) days. 
- F. **Personal Leave.** Up to five (5) days annually (non-cumulative) for personal leave may be granted to the Director of School Facilities and Security at the discretion of the Superintendent of Schools. Such leave shall be for emergencies and other matters of

pressing personal concern that cannot be addressed outside of work hours. The Director of School Facilities and Security will not be paid for any unused personal days either during the course of employment or upon separation from employment.

- G. Holidays.** All holidays set each year by the school calendar shall be granted to the Director of School Facilities and Security, plus the summer holidays of July 4 and Labor Day.
- H. Religious Holidays.** Upon the approval of the Superintendent, the Director of School Facilities and Security shall be allowed up to two (2) days with pay per year for observance of religious holidays when these days come on a scheduled school day.
- I. Vacation Days.** The Board shall provide the Director of School Facilities and Security twenty-five (25) vacation annually exclusive of legal holidays), which days shall not be cumulative. The Director of School Facilities and Security may not carry vacation days over from one year to the next, unless the Superintendent of Schools grants approval in writing for the carryover of vacation in a particular year based on extraordinary circumstances and not to exceed five (5) days. The number of vacation days shall be prorated for any partial years of service. The Director of School Facilities and Security will not be paid for any unused vacation days either during the course of employment or upon separation.
- J. Computer.** The Board shall provide the Director of School Facilities and Security with a desktop computer or laptop computer (at the option of the district) for his use at his home and/or other locations away from the Board's offices. All such equipment shall remain the property of the Board and shall be returned to the district at the end of the term of this Agreement or any extension thereof.
- K. Professional Conferences.** Professional conference/workshop funds for training and skill advancement may be available for the Director of School Facilities and Security, upon prior approval by the Director of Finance and Operations.
- L. Automobile Allowance.** The Board shall provide an automobile allowance of \$3,000 per contract year, payable in monthly installments to the Director of School Facilities and Security at the second payroll date of each month for professional related travel in connection with his duties and responsibilities.

5. EVALUATION

The Director of Finance and Operations shall evaluate and assess the performance of the Director of School Facilities and Security in accordance with the Board's policy on evaluation of supervisory support personnel.

6. TERMINATION

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

- (1) Inefficiency or incompetence;
- (2) Ineffective performance;
- (3) Insubordination;
- (4) Moral misconduct;
- (5) Disability, as shown by competent medical evidence;
- (6) Other due and sufficient cause.

Prior to taking such action, the Board, acting through the Superintendent, shall provide the Director of School Facilities and Security with written notice of his/her reason(s) for recommending termination. Upon the written request of the Director of School Facilities and Security no more than five (5) days thereafter, the Board of Education shall conduct a hearing in executive session (unless Director of School Facilities and Security requires open session) concerning that recommendation. After such hearing, the Board shall vote in public session on such recommendation, and any such action shall be final.

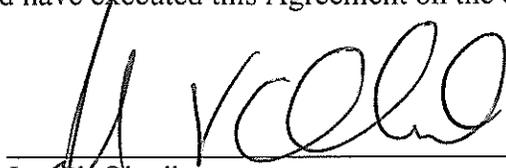
7. GENERAL PROVISIONS

If any part of this Agreement is invalid, it shall not affect the remainder of said Agreement, but said remainder shall be binding and effective against all parties.

This Agreement contains the entire agreement between the parties. It may not be amended orally but may be amended only by agreement in writing signed by both parties. Commencing upon signing, it supersedes all prior agreements between the parties for the term prescribed herein.

IN WITNESS WHEREOF, the undersigned have executed this Agreement on the dates hereinafter set forth.

Date 8/17/17



Joseph Olenik
Director of School Facilities and Security

Date August 10, 2017



Ellen Uzenoff
Chairperson, Weston Board of Education