

Agreement to Terms of Employment
Between Alisha Carpino and Ellington Board of Education

The following constitutes the details of the agreement between the Ellington Board of Education (hereinafter “the Board”) and ALISHA CARPINO (hereinafter “Ms. Carpino”), Director of Finance and Operations for the Ellington Public Schools. Nothing in this agreement is intended to or shall alter the at-will employment relationship between Ms. Carpino and the Board.

- 1.0 **Duration:** August 7, 2023 to June 30, 2025

- 2.0 **Work Year:** 12 Months

- 3.0 **Salary:** 2023-2024: \$143,500 (prorated)
 2024-2025: \$147,661.50

- 4.0 **Other Compensation:** Annual TSA: 5% of salary

- 5.0 **Medical Insurance:** As per the EAA Contract

- 6.0 **Disability Insurance:** As per the EAA Contract

- 7.0 **Life Insurance:** As per the EAA Contract

- 8.0 **Sick Days:** As per the EAA Contract

- 9.0 **Personal Days:** As per the EAA Contract

- 10.0 **Holidays:** As per the EAA Contract

- 11.0 **Vacation:** Thirty (30) days; may carry over up to five (5) days total per year, to be non-cumulative with the prior year

- 12.0 **Mileage:** IRS Reimbursement

- 13.0 **Professional Development:** Reimbursement for business-related conferences, workshops and other professional development activities, per prior approval of the Superintendent of Schools.

- 14.0 **Memberships:** Reimbursement for membership to ASBO and CASBO

- 15.0 **Evaluation:** Annual evaluation to be conducted by the Superintendent of Schools.

In the event either party wishes to terminate the employment relationship between them, the party wishing to terminate the employment relationship shall provide the other party with thirty (30) days' notice. Such notice shall be in writing.

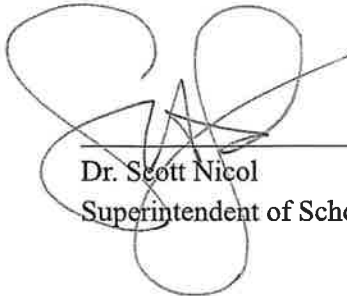


5/16/24

Alisha Carpino

Date

Director of Finance and Operations



05/15/24

Dr. Scott Nicol

Date

Superintendent of Schools

Agreement to Terms of Employment
Between Aaron Fliss and Ellington Board of Education

The following constitutes the details of the agreement between the Ellington Board of Education (hereinafter “the Board”) and AARON FLISS (hereinafter “Mr. Fliss”), Director of Technology for the Ellington Public Schools. Nothing in this agreement is intended to or shall alter the at-will employment relationship between Mr. Fliss and the Board.

- 1.0 **Duration:** July 1, 2023 to June 30, 2025

- 2.0 **Work Year:** 12 Months

- 3.0 **Salary:** 2023-2024: \$123,480
 2024-2025: \$127,061

- 4.0 **Other Compensation** TSA: 5% of salary, paid in biweekly installments

- 5.0 **Medical Insurance:** As per the Ellington Educational Support Staff (“EESS”) Contract or a limited network plan as offered by the Board

- 6.0 **Long Term Disability:** Eligible to purchase at own expense

- 7.0 **Life Insurance:** As per EESS Contract

- 8.0 **Sick Days:** Fifteen (15) days per year – Cumulative to 180 days

- 9.0 **Personal Days:** Two (2) unspecified days (to be approved in advance by Superintendent); three (3) family illness days

- 10.0 **Holidays:** As per EESS Contract

- 11.0 **Vacation:** Five (5) weeks per year, may carryover up to five (5) days per year

- 12.0 **Mileage:** IRS Rate

- 13.0 **Professional Development:** Reimbursement for business-related conferences, workshops and other professional development activities, per prior approval of the Superintendent of Schools

- 14.0 **Evaluation:** Annual evaluation to be conducted by the Superintendent of Schools or his/her designee.

Agreement to Terms of Employment
Between Tracey Hadden-Deptula and Ellington Board of Education

The following constitutes the details of the agreement between the Ellington Board of Education (hereinafter “the Board”) and TRACEY HADDEN-DEPTULA (hereinafter “Ms. Deptula”), Administrative Assistant to the Superintendent for the Ellington Public Schools. *Nothing in this agreement is intended to or shall alter the employment at-will relationship between Ms. Deptula and the Board.*

- 1.0 **Duration:** July 1, 2023 to June 30, 2025

- 2.0 **Work Year:** 12 Months

- 3.0 **Salary:** 2023-2024: \$73,759
 2024-2025: \$75,898

- 4.0 **Other Compensation:**
 - 4.1 Reimbursement up to \$500 per year to attend work-related conferences

- 5.0 **Medical Insurance** As per the Ellington Educational Support Staff (“EESS”) contract or a limited network plan as offered by the Board

- 6.0 **Long Term Disability** Eligible to purchase at own expense

- 7.0 **Life Insurance:** As per EESS Contract

- 8.0 **Sick Days:** As per EESS Contract

- 9.0 **Personal Days** As per EESS Contract

- 10.0 **Holidays:** As per EESS Contract

- 11.0 **Vacation:** Four (4) weeks per year; five (5) weeks annually after five (5) years of employment with district, may carryover up to five (5) days per year

- 12.0 **Mileage:** IRS Rate

- 13.0 **Retirement:** Connecticut Municipal Employees Retirement Plan (“CMERS”)

- 14.0 **Evaluation:** Annual evaluation to be conducted by the Superintendent of Schools or his designee.

Agreement to Terms of Employment
Between Gregory Kliman and Ellington Board of Education

The following constitutes the details of the agreement between the Ellington Board of Education (hereinafter “the Board”) and Gregory Kliman (hereinafter “Mr. Kliman”), Director of Facilities for the Ellington Public Schools. Nothing in this agreement is intended to or shall alter the at-will employment relationship between Mr. Kliman and the Board.

- 1.0 **Duration:** July 1, 2023 to June 30, 2025

- 2.0 **Work Year:** 12 Months

- 3.0 **Salary:** 2023-2024: \$89,564
 2024-2025: \$92,161

- 4.0 **Other Compensation:** Annual TSA: 5% of salary, paid in biweekly installments

- 5.0 **Medical Insurance:** As per the Ellington Educational Support Staff (“EESS”) Contract or a limited network plan as offered by the Board

- 6.0 **Life Insurance:** As per EESS Contract

- 7.0 **Long Term Disability:** Eligible to purchase at own expense

- 8.0 **Sick Days:** Fifteen (15) days, cumulative to 180 days

- 9.0 **Personal Days:** Two (2) unspecified days (must be approved in advance by Superintendent); three (3) family illness days

- 10.0 **Holidays:** Fourteen (14) paid holidays as specific in the EESS Contract


- 11.0 **Vacation:** Four (4) weeks per year; five (5) weeks annually after five (5) years of employment with district, may carryover up to five (5) days per year

- 12.0 **Mileage/Vehicle:** Vehicle to be provided for reasonable commuter and in-town usage

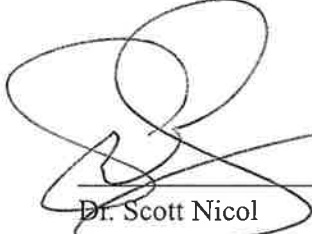
- 13.0 **Professional Development:** Reimbursement for business-related conferences, workshops and other professional development activities, per prior approval of the Superintendent of Schools.

- 14.0 **Evaluation:** Annual evaluation to be conducted by the Director of Finance and Operations.

In the event either party wishes to terminate the employment relationship between them, the party wishing to terminate the employment relationship shall provide the other party with thirty (30) days' notice. Such notice shall be in writing.



Ms. Gregory Kliman Date
Director of Facilities



Dr. Scott Nicol Date
Superintendent of Schools

ELLINGTON PUBLIC SCHOOLS
Ellington, Connecticut

CONTRACT
SUPERINTENDENT OF SCHOOLS

THIS CONTRACT is made between Scott V. Nicol, Ed.D., of Portland, Connecticut, (hereinafter called "Dr. Nicol") and the Board of Education of the Town of Ellington, County of Tolland and State of Connecticut, (hereinafter called the "Board") in accordance with the election held pursuant to Connecticut General Statutes §10-157 on the 16 day of June 2023.

WITNESSETH

WHEREAS, the said Board requires the services of a Superintendent of Schools (hereinafter called the "Superintendent"); and

WHEREAS, Dr. Nicol desires to serve the Board in the capacity of Superintendent;

NOW THEREFORE, in consideration of the promises and mutual covenants herein contained, the parties agree as follows:

1. REPRESENTATION BY SUPERINTENDENT

Dr. Nicol represents that he has all the educational and administrative qualifications and certifications necessary to serve in the position of Superintendent in accordance with the requirements of the Connecticut State Board of Education. Dr. Nicol further represents that all statements made by him in his application, resume and interview(s) are true, correct and not misleading, and that said application and resume do not fail to explain any statements or omit any statements with regard to any matter relevant to the issue of Dr. Nicol's qualifications to fill the position of Superintendent so as to be misleading or damaging to the reputation of the Board and/or the Ellington Public Schools.

2. EMPLOYMENT AND TERM

The Board agrees to employ Dr. Nicol and he agrees to serve as Superintendent for the period commencing July 1, 2023 through June 30, 2026 under the direction of the Board. No later than thirty days prior to the end of each respective fiscal year of this Contract, the Board, at the request of the Superintendent, may vote to extend this Contract one (1) additional contract year. At no time, however, shall the total length of the Contract exceed a period of three (3) years. Anything in this paragraph to the contrary notwithstanding, the provisions of Section 10 herein shall take precedence and the Superintendent's employment may be terminated under the provisions of said section.

3. DUTIES

A. The Superintendent is the chief executive officer of the Board. In harmony with the policies of the Board, state 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 he takes initiative in presenting to the Board policy and planning issues for the Board's attention.

B. The Superintendent, unless excused by the Board, shall attend all meetings of the Board and shall participate in all Board deliberations, except when matters relating to the Superintendent's own employment, Board self-evaluation, or other special circumstances as determined by the Board are under consideration. The Superintendent shall receive notice of all Board committee meetings and he may attend such meetings.

4. COMPENSATION

- A. The Superintendent shall receive a regular salary of two hundred fifteen thousand six hundred and fifty-nine dollars (\$215,659), plus an annual Doctoral Stipend of five thousand dollars (\$5,000) and a regular salary increase of six thousand four hundred and thirty-eight dollars (\$6,438), which shall comprise his base annual salary of two hundred thirty-three thousand three hundred and forty-eight thousand (\$233,348)¹, paid in equal biweekly payments for the period July 1, 2023 through June 30, 2026. For purposes herein, "per diem" is defined as the base annual salary divided by 225. This rate shall be in effect through June 30, 2023.
- B. Effective July 1, 2024, the Superintendent shall receive a regular salary of two hundred twenty-eight thousand three hundred and forty-eight dollars (\$228,348), plus an annual Doctoral Stipend of five thousand dollars (\$5,000), and a regular salary increase of six thousand six hundred and twenty-two dollars (\$6,622), which shall comprise his base annual salary of two hundred thirty-nine thousand nine hundred and seventy dollars (\$239,970).
- C. Effective July 1, 2025, the Superintendent shall receive a regular salary of two hundred thirty-four thousand nine hundred and seventy dollars (\$234,970), plus an annual Doctoral Stipend of five thousand dollars (\$5,000), and a regular salary increase of six thousand eight hundred and fourteen dollars (\$6,814) which shall comprise his base annual salary of two hundred forty-six thousand seven hundred and eighty-four dollars (\$246,784).

5. FRINGE BENEFITS

- A. **Medical Insurance** - The Superintendent may select from any approved medical and dental insurance plans provided to any of the Ellington Public Schools' bargaining groups for himself and his dependents, by filing the applicable forms for participation and premium share withholdings with the Board's business office. The Superintendent shall pay through payroll deductions the level of premium sharing provided for in the selected plans. If the Board makes substantial changes to the medical and dental plans during negotiations with its unions during the term of this Contract, it agrees to discuss with the Superintendent modifications to these provisions.
- B. **Personal Days** - The Superintendent will be entitled to five (5) days paid leave annually for personal reasons, in addition to all other time off. Unused personal days will not accumulate from year to year. Except for emergency situations, the Superintendent will notify the Board Chair whenever the Superintendent will be absent for personal reasons.
- C. **Sick Leave** - The Superintendent will be entitled to twenty (20) days leave with pay annually for illness, in addition to all other time off, which is cumulative from year to year to a maximum of two hundred twenty (220) days. Absence due to illness/injury beyond total accumulated sick leave will not be compensated.
- D. **Memberships** - The Board will pay full membership fees for the Superintendent to belong to the following professional organizations:
- i. American Association of School Administrators;

¹ Made up of \$203,159 of regular salary from 2-22-23, plus a \$12,500 comparability market adjustment plus a \$6,254 conversion of 4 annual vacation days (30 to 26) into 4 additional annual workdays (221 to 225), and a 2.9% general wage increase (G.W.I.) (\$6,435).

- ii. Connecticut Association of Public School Superintendents;
- iii. Hockanum Valley Superintendent's Association;
- iv. Hartford Area Superintendents' Association.
- v. Black Leaders and Administrators Consortium, Inc.

- E. Life Insurance** - The Board will provide the Superintendent term life insurance in the face amount of two times the base annual salary through a company of its choice, and pay the full cost thereof, with the Superintendent entitled to name all beneficiaries.
- F. Annuity** - The Board will provide payroll deduction for a tax-sheltered annuity and shall annually, in addition to any moneys voluntarily deposited by the Superintendent through the payroll deduction, deposit therein for the benefit of the Superintendent a sum of \$12,000.
- G. Long-Term Disability Insurance** - The Superintendent will be allowed to participate in any long-term disability insurance benefit that the Board provides to members of the EAA on the same terms and conditions provided for in the EEA collective bargaining agreement.
- H.** The Superintendent will have the option of enrolling any or all his school age children as students in the Ellington Public Schools by providing written notice to the Board of said enrollment. Said enrollment of such children shall be at no cost to the Superintendent up to and including the level of the current program expenditures per resident student for the regular school year of enrollment as such cost is established for the Board by the Connecticut Department of Education in accordance with Connecticut General Statutes Section 10-262f(36).
- I.** The Board will provide the Superintendent with access to a cell phone and electronic tablet compatible with the Board's computer network at no cost to the Superintendent.

6. TRAVEL EXPENSES

- A.** The Superintendent will receive an annual transportation stipend in the amount of \$5,500.00 for in-state travel expenses for use of his/her personal vehicle in connection with his/her position, which shall be paid in as nearly equal as possible installments each pay period during the fiscal year. The annual stipend will be prorated for any partial fiscal years of the Superintendent's employment.
- B.** The Board will reimburse the Superintendent for business related parking fees and other extraordinary expenses of travel, fares for public transportation, lodging, meals, and expenses for conferences, conventions, meetings and recruitment. The Superintendent may attend one national conference per year in the continental United States, subject to the advance approval of the Board, with such approval not to be unreasonably withheld. Reimbursement for additional conferences may be granted, at the Board's sole discretion, upon the prior written request of the Superintendent.

7. VACATION and HOLIDAYS

- A.** The Superintendent shall be entitled to an annual paid vacation of twenty-six (26) working days to be taken at a time mutually agreed upon by the Superintendent and the Board. The Board, within its discretion, may allow for the carryover of up to five (5) unused vacation days into the following fiscal year. Such days not used in the following fiscal year shall be lost.



- B.** In addition to vacation, the Superintendent shall be entitled to the following paid school holidays: New Years' Day, Martin Luther King Day, Presidents' Day, Good Friday, Memorial Day, Independence Day (2), Labor Day, Columbus Day, Thanksgiving Day, the Friday after Thanksgiving, the Day before Christmas, and Christmas Day.
- C.** Upon resignation from his employment with the Board, up to thirty (30) accumulated, unused vacation days will be paid to the Superintendent at the per diem rate within thirty (30) days of the resignation date.

8. RETIREMENT

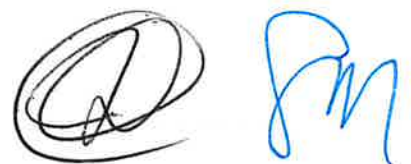
Upon the event of his death while this Contract is in force, or upon "normal" retirement (as defined by the Teachers' Retirement Board) on June 30 after notification to the Board of that retirement by the preceding December 1, the Superintendent or his estate, as applicable, will be paid for up to fifty (50) accumulated, unused sick days, with payment to be made in a lump sum within thirty (30) days of the retirement or death.

9. CONFLICTS

The Superintendent may, with prior notice and approval of the Board, undertake consultative work, speaking engagements, writing, lecturing and other professional duties and obligations for entities other than the Board, provided such activities do not interfere with the meeting of his responsibilities as Superintendent. It is further understood that whatever time is taken would be either deducted from the Superintendent's own personal/vacation time or not be compensated by the Board.

10. TERMINATION

- A.** The parties may terminate this Contract at any time by mutual consent.
- B.** The Superintendent may resign for good reason effective not sooner than ninety (90) days following submission to and acceptance of the resignation by the Board at a duly convened meeting, provided the Superintendent has caused the item to be appropriately placed on the meeting agenda.
- C.** The Board may terminate this Contract of employment during the term hereof as follows:
 - i.** By resolution of the Board relieving the Superintendent of all duties but retaining the obligation to pay the Superintendent's base annual salary and benefits. Such payment shall be through the end of the term of this Contract and base annual salary and benefit rates shall be those in effect at the time of the Board's resolution.
 - ii.** The Board may terminate this Contract of employment during its term for one or more of the following reasons:
 - a.** Inefficiency, ineffectiveness or incompetence;
 - b.** Insubordination against rules of the Board of Education;
 - c.** Moral misconduct;
 - d.** Disability as shown by competent medical evidence;
 - e.** Other due and sufficient cause as determined by the Board.
- D.** If the Superintendent is terminated for any reason listed in sub-paragraph C.ii, above, his base annual salary, tax sheltered annuity, and expenses shall be prorated to the effective date of termination and no accumulated sick leave, vacation, or insurance will be paid.



- E. The Board shall not terminate the Contract of the Superintendent under this section until it has given the Superintendent written notice, by hand delivery or registered or certified mail, return receipt requested, of its intent to consider such termination, the reason(s) therefore, and an opportunity for a hearing before the Board to allow the Superintendent to present evidence on the issue of termination. The Board will schedule such hearing within fifteen (15) days of the Superintendent's receipt of the notification specified above and such hearing shall not extend beyond a cumulative total of ten (10) hours. The Board shall, within twenty (20) days of the close of such hearing, render a written decision to the Superintendent that sets forth the Board's decision on termination and the rationale therefor. Such hearing may be in public session at the option of the Board or the Superintendent. The Superintendent shall have the right to his own counsel at his own expense. Any time limits established herein may be waived by mutual written agreement of the parties.

11. EVALUATION

- A. **FORMAT** - The Board shall evaluate and assess in writing the performance of the Superintendent at least annually during the term of this Contract. Said evaluation and assessment shall be reasonably related to the criteria listed below or such other criteria as mutually agreed upon in writing by the Board and the Superintendent or, absent agreement, as set by the Board. The Superintendent shall submit to the Board a recommended format for said written evaluation and assessment of his performance (hereafter called "evaluation format"). The evaluation format shall be reasonably objective and shall contain at least the following criteria:
- i. Board-Superintendent relations;
 - ii. community relations;
 - iii. personnel relations;
 - iv. educational program;
 - v. business matters;
 - vi. professional leadership; and
 - vii. personal qualities.

The evaluation format shall provide for a rating system both as to overall performance and as to the specific criteria set forth in the evaluation format. The Board shall meet and discuss the evaluation format with the Superintendent and attempt in good faith to agree on the development and adoption of a mutually agreeable evaluation format. The Board shall have the right to adopt an evaluation format within ninety (90) days of the commencement of each year of this Contract, regardless of whether mutual agreement has been reached.

- B. **PROCEDURE** - The Board shall evaluate the Superintendent in executive session pursuant to the evaluation format between one hundred sixty (160) days, but not less than thirty (30) days prior to the expiration of each fiscal year during the term of this Contract. If the Board determines the performance of Superintendent is deficient in any respect, it shall describe in writing, with reasonable detail, said deficient performance. A copy of the written evaluation shall be delivered to the Superintendent within thirty (30) days of its completion and the Superintendent shall have the right to make a written reaction or response to the evaluation, which shall become a permanent attachment to the Superintendent's personnel file. Within thirty (30) days of delivery of the written evaluation to the Superintendent, the Board shall meet with the Superintendent in



executive session to discuss the evaluation. The inclusion of the requirement to meet in executive session, wherever stated within this Section, shall constitute waiver by the Superintendent of his right to demand, in accordance with State law, that discussion of his appointment, employment, performance, evaluation, health or dismissal be discussed by the Board in open session. Such waiver shall apply only to discussions by the Board done in accordance with this Section.

12. RENEWAL

This Contract will be renewed only by an affirmative vote of the Board and consent of the Superintendent. The vote to renew this Contract shall be held not less than thirty (30) days prior to the expiration of the Contract.


13. GENERAL PROVISIONS

- A. If any part of this Contract is held to be invalid by a forum of competent jurisdiction, it shall not affect the remainder of said Contract, which shall be binding and effective against all parties.
- B. This Contract contains the entire agreement between the parties. It may not be amended orally but may be amended only by an agreement in writing, approved by the Board and signed by both parties. Commencing upon signing, it supersedes all prior contracts between the parties.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals this ___ day of June 2023.

SUPERINTENDENT OF SCHOOLS

ELLINGTON BOARD OF EDUCATION



Scott V. Nicol, Ed.D.
Superintendent of Schools



Jennifer Dzen
Chair, Ellington Board of Education

06/16/2023

Date

6/16/23

Date

AS AUTHORIZED by election at a duly noticed meeting of the Board on June 16, 2023.

Agreement to Terms of Employment
Between Stephanie Veturis and Ellington Board of Education

The following constitutes the details of the agreement between the Ellington Board of Education (hereinafter “the Board”) and Stephanie Veturis (hereinafter “Ms. Veturis”), Coordinator of Accounting for the Ellington Public Schools. Nothing in this agreement is intended to or shall alter the at-will employment relationship between Ms. Veturis and the Board.

- 1.0 **Duration:** July 1, 2023 to June 30, 2025

- 2.0 **Work Year:** 12 Months

- 3.0 **Salary:** 2023-2024: \$97,755
 2024-2025: \$100,590

- 4.0 **Other Compensation:** Annual TSA: 5% of salary, paid in biweekly installments

- 5.0 **Medical Insurance:** As per the Ellington Educational Support Staff (“EESS”) Contract or a limited network plan as offered by the Board

- 6.0 **Life Insurance:** As per EESS Contract

- 7.0 **Long Term Disability:** Eligible to purchase at own expense

- 8.0 **Sick Days:** Fifteen (15) days, cumulative to 180 days

- 9.0 **Personal Days:** Two (2) unspecified days (must be approved in advance by Superintendent); three (3) family illness days

- 10.0 **Holidays:** Fourteen (14) paid holidays as specific in the EESS Contract


- 11.0 **Vacation:** Four (4) weeks per year; five (5) weeks annually after five (5) years of employment with district, may carryover up to five (5) days per year

- 12.0 **Mileage:** IRS Mileage Rate

- 13.0 **Professional Development:** Reimbursement for business-related conferences, workshops and other professional development activities, per prior approval of the Superintendent of Schools.

- 14.0 **Evaluation:** Annual evaluation to be conducted by the Director of Finance and Operations.

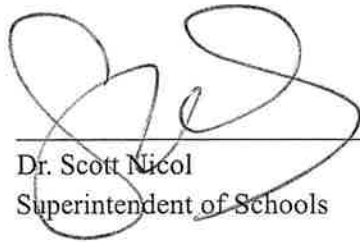
In the event either party wishes to terminate the employment relationship between them, the party wishing to terminate the employment relationship shall provide the other party with fifteen (15) days' notice. Such notice shall be in writing.



Stephanie Veturis
Coordinator of Accounting

6/19/23

Date



Dr. Scott Nicol
Superintendent of Schools

4/19/27


Date

Agreement to Terms of Employment
Between Carolyn Yakaitis and the Ellington Board of Education

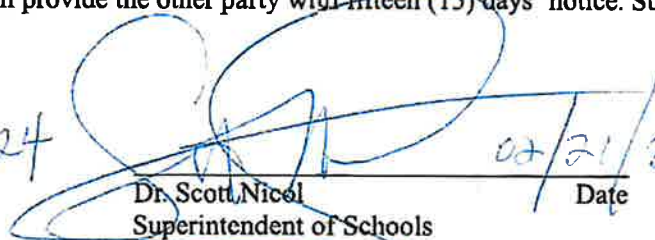
The following constitutes the details of the agreement between the Ellington Board of Education (hereinafter "the Board") and Carolyn Yakaitis (hereinafter "Ms. Yakaitis"), Coordinator of Human Resources for the Ellington Public Schools. Nothing in this agreement is intended to or shall alter the at-will employment relationship between Ms. Yakaitis and the Board.

- 1.0 **Duration:** March 11, 2024 to June 30, 2025
- 2.0 **Work Year:** 12 Months
- 3.0 **Salary:** 2023-2024: \$85,000 (Pro-rated)
2024-2025: \$87,465
- 4.0 **Other Compensation:** Annual TSA: 5% of salary, paid in biweekly installments
- 5.0 **Medical Insurance:** As per the Ellington Educational Support Staff ("EESS") Contract or a limited network plan as offered by the Board
- 6.0 **Life Insurance:** As per EESS Contract
- 7.0 **Long Term Disability:** Eligible to purchase at own expense
- 8.0 **Sick Days:** Fifteen (15) days, cumulative to 180 days
- 9.0 **Personal Days:** Two (2) unspecified days (must be approved in advance by Superintendent); three (3) family illness days
- 10.0 **Holidays:** Fourteen (14) paid holidays as specific in the EESS Contract
- 11.0 **Vacation:** Four (4) weeks per year; five (5) weeks annually after five (5) years of employment with the district, may carry over up to five (5) days per year
- 12.0 **Mileage:** IRS Mileage Rate
- 13.0 **Professional Development:** Reimbursement for business-related conferences, workshops and other professional development activities, per prior approval of the Superintendent of Schools.
- 14.0 **Evaluation:** Annual evaluation to be conducted by the Superintendent of Schools or Designee.

In the event either party wishes to terminate the employment relationship between them, the party wishing to terminate the employment relationship shall provide the other party with fifteen (15) days' notice. Such notice shall be in writing.

 2/21/24

Carolyn Yakaitis
Coordinator of Human Resources

 02/21/2024

Dr. Scott Nicol
Superintendent of Schools