



EMPLOYMENT AGREEMENT
BETWEEN THE
NORTH BRANFORD BOARD OF EDUCATION
AND THE
DIRECTOR OF TECHNOLOGY

Compensation and Work Year

1. As the Director of Technology, your annual salary 2016/2017 will be \$102,459. You will be paid in 26 installments which began July 1, 2016.
2. Your work year for 2016/2017 will be 261 days.

Benefits

1. Personal time: You will be entitled to 5 paid personal days for business which cannot be conducted outside of working hours.
2. Sick time: You carried 31.5 paid sick days from 2015/2016, and receive an addition 15.0 paid sick days. You can accrue up to 180 days in this position.
3. Vacation: You will receive 20.0 vacation days on July 1, 2016. Normally, you will be eligible to carry over 10.0 unused vacation days from year to year. Your vacation entitlement shall increase to 25.0 days per year effective January 1, 2017. This increase will be prorated for the second half of 2016/2017.
4. Holidays: In 2016/2017, you will receive 13 paid holidays, which are July 4, September 5, October 10, November 24, November 25, December 26, January 2, January 16, February 20, April 14, and May 29, and two other holidays to be taken between December 27th and December 30th.
5. Medical Insurance: You are entitled to family health insurance benefits with a premium share of 3% based on the cost of coverage on July 1, 2016.
6. Life Insurance: \$175,000 effective August 1, 2014.

7. TSA: The Board shall contribute \$1,000 to an elective tax-sheltered annuity. The Director shall select the vendor, subject to such vendor's ability to receive payroll deductions, and shall have the right to make additional contributions on his own behalf.
8. Severance: Upon termination of employment in good standing, the Director shall be entitled to payment for accrued sick days according to the following schedule for service as an administrator:

| Years of service | Days paid |
|------------------|-----------|
| 5 | 10 |
| 6 | 20 |
| 7 | 30 |
| 8 | 40 |
| 9 | 50 |
| 10 or more | 60 |

Term. The term of said employment is from January 13, 2016 to June 30, 2019, unless otherwise terminated in accordance with the provisions of this Agreement.

The Director and the Board agree that they shall adhere to the following procedures to consider extension of the Director's term of employment in accordance with the terms of this contract.

1. During the sixty (60) day period immediately prior to June 30, 2017, and during such period prior to June 30 of each year thereafter, the Board shall vote upon an extension of this agreement. The total length of the agreement shall not exceed thirty-six (36) months.
2. The Director's annual salary for the extended year shall be negotiated and agreed to by the Board and the Director prior to the expiration of the contract year in which the extension is agreed to. Under no circumstances shall the salary for any year be less than the salary for the prior year.

Evaluation.

1. The Superintendent shall evaluate and assess in writing the performance of the Director at least annually within 90 days, but not less than 45 days, prior to the expiration of each year of this agreement. Said evaluation shall be a narrative format and reasonably related to the duties as mutually established by the Superintendent and the Director at the beginning of the evaluation year in question.
2. In the event that the Superintendent determines that the performance of the Director is deficient in any respect, he or she shall describe in writing and in reasonable detail said deficient performance, including recommendations as to areas of improvement and offering assistance as may be appropriate. The Director shall have the right to react or respond in writing to the evaluation that shall become a permanent attachment to the Director's personnel file.

Contract Termination by the Board – During the effective period of this Agreement, the Board may terminate the contract of the Director for the following reasons:

1. Inefficiency or incompetence;
2. Insubordination;
3. Disability or incapacity that prevents the Director from performing the essential functions of the job, after reasonable accommodations are made, as shown by competent medical evidence;
4. Elimination of position by the Board;
5. Other due and sufficient cause.

In the event the Board seeks to terminate the contract for one of the above reasons, it shall serve on the Director written notice that termination of his contract is under consideration. Such notice shall be accompanied by a written statement of reasons. Within 15 days after receipt from the Board of written notice that contract termination is under consideration, the Director may file with the Board a written request for a hearing before the Board, which shall be held within 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 Director. The Board's decision shall be based on the evidence presented at the hearing.

Such hearing may be in executive or public session, at the option of the Director. The Director shall have the right to his own counsel at his own expense.

If the Director's employment contract is terminated on account of disability, the Board shall pay the earned accumulated sick leave, vacation and insurance benefits provided in this agreement through the end of the year in which contract termination takes effect.

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

Termination by Mutual Consent - The parties may terminate this Agreement by mutual consent at any time.

Termination by Director – During the effective period of this Agreement, the Director may terminate his employment:

1. By reason of failure of the Board to carry out the terms of this Agreement, or
2. Upon written notice to the Superintendent of not less than ninety (90) calendar days of such intent to terminate the contract.

Notices – any notice required to be given pursuant to the provisions of the Agreement shall be in writing and by registered mail, and mailed to the parties at the following addresses:

Board of Education: c/o Superintendent of Schools
1332 Middletown Avenue
Northford, CT 06472

Director: Bruce Williams
33 Coach Drive Spur
Northford, CT 06472

Entire Understanding - This contract contains the entire agreement between the parties. It may not be amended orally but may be amended by an agreement in writing signed by both parties.

IN WITNESS WHEREOF, the undersigned have executed this contract this
28th day of September, 2016.

DIRECTOR OF TECHNOLOGY

Bruce Williams Date 9/28/16
Bruce Williams

NORTH BRANFORD BOARD OF EDUCATION

Philip Dahlmeyer Date 9/28/2016
Philip Dahlmeyer
Chairperson