

Conditions of Employment
Director of Operations and Facilities
Peter Anderson

2018-2020

RECEIVED FOR RECORD
STONINGTON, CT.

19 DEC 31 AM 10:21

CYNTHIA LADWIG
TOWN CLERK

DURATION OF AGREEMENT

- The terms of this agreement shall be for the period from September 10, 2018 through June 30, 2020.

HEALTH EXAMINATIONS

- The Board may require a physical examination by the school health officer.

HEALTH INSURANCE

The Board shall pay 84% of the Director of Operation and Facilities' health and dental insurance for the PPO Plan and fully paid disability insurance or the Board will contribute to the HDHP per the Administrators Contract and fully paid disability insurance. As referenced in Appendix A.

Life Insurance: 2 x annual salary, to a maximum of \$400,000 paid by the Board.

Disability Income Protection: Paid by the Board.

Sick Leave: Shall be entitled to 20 sick days per year, cumulative to 200 days.

HOLIDAYS/LEAVES

There shall be a total of twenty (25) days of vacation leave. Employee shall be entitled to three (3) personal days, non-cumulative.

The following days will be paid holidays:

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

LEAVES

• Bereavement Leave:

The Director of Operations and Facilities shall be entitled to a minimum bereavement leave of three (3) days with full pay for absences due to the death of a member of the employee's immediate family. An additional two (2) days may be approved upon written request to employee's immediate supervisor or by phone call if circumstances warrant, and written request follows for extenuating circumstances.

Immediate family shall be defined as spouse, civil union partner, children, mother, father, mother-in-law, stepmother, father-in-law, stepfather, daughter-in-law, son-in-law, grandparents, sister, brother, sister-in-law, brother-in-law, stepchildren, grandparents-in-law, grandchildren, or anyone domiciled in the employee's home.

DURATION OF AGREEMENT

- The terms of this agreement shall be for the period from September 10, 2018 through June 30, 2020.

HEALTH EXAMINATIONS

- The Board may require a physical examination by the school health officer.

HEALTH INSURANCE

The Board shall pay 84% of the Director of Operation and Facilities' health and dental insurance for the PPO Plan and fully paid disability insurance or the Board will contribute to the HDHP per the Administrators Contract and fully paid disability insurance. As referenced in Appendix A.

Life Insurance: 2 x annual salary, to a maximum of \$400,000 paid by the Board.

Disability Income Protection: Paid by the Board.

Sick Leave: Shall be entitled to 15 sick days per year, cumulative to 150 days.

HOLIDAYS/LEAVES

There shall be a total of twenty (20) days of vacation leave. Employee shall be entitled to three (3) personal days, non-cumulative.

The following days will be paid holidays:

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

LEAVES

• Bereavement Leave:

The Director of Operations and Facilities shall be entitled to a minimum bereavement leave of three (3) days with full pay for absences due to the death of a member of the employee's immediate family. An additional two (2) days may be approved upon written request to employee's immediate supervisor or by phone call if circumstances warrant, and written request follows for extenuating circumstances.

Immediate family shall be defined as spouse, civil union partner, children, mother, father, mother-in-law, stepmother, father-in-law, stepfather, daughter-in-law, son-in-law, grandparents, sister, brother, sister-in-law, brother-in-law, stepchildren, grandparents-in-law, grandchildren, or anyone domiciled in the employee's home.

WAGES - paid bi-weekly for duration of this contract

July 1, 2018 – June 30, 2019 \$96,000

July 1, 2019 – June 30, 2020 \$97,920 (2.0% increase)

TERMINATION

- A. The parties may, by mutual consent, terminate the contract of employment at any time.
- B. The Director shall be entitled to terminate the contract upon written notice of ninety days, except that the ninety-day notice is not required if termination is part of an action to implement a new contract in which case verbal notice by the Director of Operations and Facilities, duly witnessed and recorded in the minutes is acceptable.
- C. The Superintendent may terminate the contract of employment during its term for one or more of the following reasons:
 - (1) Inefficiency or incompetence;
 - (2) Insubordination against reasonable rules of the Superintendent or the Board;
 - (3) Moral misconduct;
 - (4) Disability as shown by competent medical evidence;
 - (5) Other due and sufficient cause.

In the event the Superintendent seeks to terminate the contract for one of the above reasons, he/she shall serve on the Director written notice that termination of his/her contract is under consideration. Such notice shall be accompanied by a written statement of reasons. Within 15 days after receipt from the Superintendent of written notice that contract termination is under consideration, the Director may file with the Superintendent a written request for a hearing before the Superintendent which shall be held within 20 days after receipt of such request. The Superintendent shall render his/her decision within fifteen (15) days of such hearing and shall be based on the evidence presented at the hearing. Such hearing shall be in executive or public session at the option of the Director. The Director shall have the right to his/her own counsel, at his/her own expense. Any time limits established herein may be waived by mutual agreement of the parties.

- D. If the Director is terminated on account of disability as shown by competent medical evidence, he/she shall be paid the accumulated sick leave, vacation and insurance benefits provided in his/her agreement.

WORK YEAR

The Director shall be a 12 month employee, with leaves and vacations as previously defined.

RETIREMENT BENEFITS

The Director shall be eligible for the Town of Stonington Retirement Plan under the regulations described in the plan. He/she shall contribute 3% of his/her annual compensation to the plan, or whatever figure as may be determined by the Pension Committee.

TRAVEL ALLOWANCE

The Director will receive a mileage stipend of \$175 per month.

EVALUATIONS/CERTIFICATIONS

The Director will be evaluated by the Superintendent annually.

By [Signature] 9-10-18 By [Signature] 9-10-18
Employee Date Stonington Board of Education Date
Representative