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CYNTHIA LADWIG  
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EMPLOYMENT CONTRACT  
BETWEEN  
STONINGTON BOARD OF EDUCATION  
AND DIRECTOR OF FINANCE

It is hereby agreed by and between the Board of Education of the Town of Stonington (hereinafter called the "Board") and Gary Shettle (hereinafter called the "Director of Finance") that the said Board does hereby employ Gary Shettle as the Director of Finance for the Stonington Public Schools.

1. DUTIES

The Director of Finance shall perform all duties and assignments specified in the job description attached hereto.

2. TERM

The term of said employment is for three (3) years, from July 1, 2018 to June 30, 2021.

3. COMPENSATION

- A. Beginning July 1, 2018, the annual salary of the Director of Finance shall be comprised \$128,596.

The salary of the Director of Finance shall be determined annually effective each July 1 by the Board upon the recommendation of the Superintendent. The salary for subsequent contracts is negotiable annually between the parties, said salary negotiations not to reduce the annual salary below the figure stated above. Any adjustment in salary made during the life of this contract shall become part of this contract. It is provided, however, that by so doing, it shall not be considered that the Board has entered into a new contract nor that the termination date of the existing contract has been extended.

4. EVALUATION

The Director of Finance shall be evaluated annually by the Superintendent.

5. TERMINATION

- A. The parties may, by mutual consent, terminate the contract of employment at any time.

- B. The Director of Finance shall be entitled to terminate the contract upon written notice of sixty days, except that the sixty-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 Finance, duly witnessed and recorded in the minutes is acceptable.
- C. The Board 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 Board;
  - (3) moral misconduct;
  - (4) disability as shown by competent medical evidence;
  - (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 of Finance written notice that termination of his/hers 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 of Finance 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 be based on the evidence presented at the hearing.

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

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

- D. If the Director of Finance is terminated on account of disability as shown by competent medical evidence, the Board shall pay the accumulated sick leave, vacation, and insurance benefits provided in his/hers agreement.

## 6. FRINGE BENEFITS AND WORKING CONDITIONS

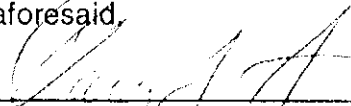
The parties hereto agree as follows:

- A. The Director of Finance shall be a 12-month employee with leaves and vacation as described herein.

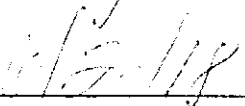
- B. The Director of Finance may undertake consultative work, speaking engagements, writing, lecturing or other professional duties and obligations provided such activities do not interfere with the meeting of his/hers responsibilities as Director of Finance.
  - C. The Board encourages the Director of Finance to continue his/her professional development and expects him/her to participate in relevant learning experiences. The Director of Finance may attend professional meetings at the local, state, and national level, the expenses to be paid by the Board with preapproval of Superintendent.
  - D. The Board shall provide the Director of Finance with 20 sick days annually cumulative to 200 days. These days of sick leave shall correspond with the Administrators contract. The Director of Finance will be able to transfer current accumulated sick days up to 20 days from previous district.
  - E. The Board shall provide the Director of Finance with 25 vacation days annually, exclusive of legal holidays cumulative to 30 days.
  - F. Upon separation from service with the Board, the Director of Finance will be paid unused vacation days up to a maximum of 30 days.
  - G. The Board shall provide the Director of Finance with 3 personal days annually.
  - H. The Director of Finance shall receive a monthly stipend of \$175 for travel, automobile and out-of-pocket expenses incurred in the performance of his/hers professional duties.
  - I. The Board shall provide term life insurance in accordance with the current SSASA Agreement.
  - J. Holiday/Leave days shall be in accordance with the current SSASA/SBOE Agreement.
  - K. The Board shall pay 84% of the Director of Finance's 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.
  - L. The Director of Finance shall receive retirement benefits in accordance with the Town's pension plan.
  - M. Director of Finance agrees to obtain 085 certification as soon as possible but within the next 12 months.
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.

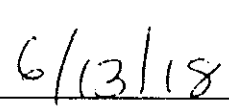
B. This contract contains the entire agreement between the parties. It may not be amended orally, but may be amended only by an agreement in writing signed by both parties. Commencing upon signing, it supersedes all prior agreements between the parties.

IN WITNESS WHEREOF, the undersigned have executed this contract the day year aforesaid.

  
\_\_\_\_\_  
Director of Finance

  
\_\_\_\_\_  
Board of Education Chair

  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Date