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FEB 10 2026

Holly P. Krouse
BARKHAMSTED TOWN CLERK

CONTRACT OF EMPLOYMENT
SUPERINTENDENT OF SCHOOLS
BARKHAMSTED PUBLIC SCHOOLS

Whereas the Board of Education of the Town of Barkhamsted, Connecticut (hereinafter called the "Board") has elected Erika F. Sacharko to serve as Superintendent of Schools in accordance with Connecticut Statutes 10-157, and whereas Erika F. Sacharko (hereinafter called the "Superintendent") has accepted that responsibility to serve as Superintendent of Schools of the Town of Barkhamsted, Connecticut.

1. DUTIES

The Superintendent is the chief executive officer of the Board. In harmony with the policies of the Board and state laws, the Superintendent has executive authority over the school system and responsibility for its supervision. She has the general authority to act at her 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. She 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 her designee as approved by the Board shall attend all meetings of the Board and shall participate in all Board deliberations except when matters relating to her own employment are under consideration. The Superintendent shall receive notice of Board Committee meetings and she or her designee may attend such meetings.

2. SUPERVISION AND EVALUATION

The parties agree that supervision and evaluation of the Superintendent is the responsibility of the Board.

3. OUTSIDE PROFESSIONAL ACTIVITIES

By agreement with the Board, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations.

4. TERM

The term of employment under this Agreement is from November 1, 2025 through June 30, 2028, except as this Agreement may be terminated earlier in accordance with the provisions of Section 7 below.

5. COMPENSATION

The Superintendent will be paid a salary of \$150,314, not to exceed 200 days, and it will be adjusted annually consistent with the teacher's salary increases. The salary is made up of two budget line items: 1. Superintendent Salary (.5 FTE) at \$98,885.00 and 2. Curriculum Coordinator Salary (.5 FTE) at \$51,429.00. Should the Superintendent work year exceed the contracted 200 days, the Superintendent may opt for either option of: 1. rolling over these days to the subsequent year or 2. being compensated for these days at the per diem rate. In the event of special projects, the Board may approve additional days at the per diem rate at its discretion. These days shall not be considered part of the "base salary" for future school years. The compensation package will be reassessed annually. In addition, there will be a tax-sheltered

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annuity of \$6,184.66 which is considered as an addition to the stated salary and subject to the rules of the Teacher Retirement Board (TRB).

6. BENEFITS

The Superintendent shall receive the following benefits:

The medical and dental insurance provided by the Board shall be the Anthem Blue Cross Blue Shield High Deductible Health Plan with Health Savings Account based on \$2500 individual and \$5000 family coverage deductible. The Board will contribute the following amount of the deductible to your Health Savings account at the beginning of the fiscal year: \$3,000 based on family coverage.

The premium share for health insurance and dental insurance will be 24% of the total premium for the 2025-26 fiscal year effective July 1, 2025. The percent of the premium share for the 2025-26 fiscal year and the 2026-27 fiscal year shall be negotiated starting February 1st of each year. In lieu of health insurance coverage, a stipend will be offered as follows: \$550 for individual, \$1,050 for 2-person and \$1,700 for family coverage, to be paid in one lump sum at the end of the fiscal year.

The Board reserves the right to change insurance carriers provided comparable coverage is provided by a new carrier.

Health Insurance coverage will be for the Superintendent, spouse and any dependents who are up to and including age 26. Dental Insurance coverage will be for the Principal, spouse and any dependents who are up to and including age 23.

Life insurance in the amount of two (2) times the Superintendent's salary will be provided by the Board as well as LTD (Long-term disability) insurance.

A cell phone allowance annually, not to exceed \$200.00, will be granted to the Superintendent to purchase a cell phone with prepaid minutes to be used to conduct school related business.

7. PERSONAL ABSENCES

- A. Three (3) Personal days per year without the necessity for presenting an excuse.
- B. Three (3) days per year for illness in the immediate family.
- C. Five (5) days per year for death in, or attendance at funerals of immediate family members. Such family shall embrace spouse, parents, grandparents, child, sister, brother or other relatives if living within the Superintendent's household.
- D. Twenty (20) school days (minimum) will be allowed by each Professional employee certified by the State Board of Education and employed by the Board of Education of any town or regional school district for sick leave with full pay in each school year. Unused sick leave shall be accumulated from year to year as long as the employee remains continuously in the service of the Board of Education and as authorized by such Board, but such authorized accumulation of sick leave shall not be more than two hundred twenty (220) days.

The sole purpose of accumulated sick leave is to provide income protection in the case of the employee's non-job related serious illness or injury. In the event the employee does not remain in the employ of the Board of Education for any reason, including but not limited to, death, retirement or disability, the employee or her estate will not receive payment for any sick leave she may have accumulated.

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8. TERMINATION

This Agreement may be terminated by either party upon sixty (60) days written notice to the other party with or without cause. By way of explanation but not limitation, the parties acknowledge that the Board continues its search for a successor Superintendent and that appointment of a successor prior to the completion of the contract term may result in the termination of the Agreement.

9. GENERAL PROVISIONS

The Agreement contains the entire Agreement between the parties. It may not be amended orally but may be amended by written agreement of the parties. If any part of the Agreement is invalid, such invalidity shall not affect the remainder of this Agreement which shall be binding and effective against all parties.

10. NOTIFICATION OF RETIREMENT

The Superintendent shall notify the Board of an intent to retire by February 1 of the year of retirement. The Board may ask the Superintendent to lead the search for a replacement. There will be a stipend not to exceed \$5,000 and a new Superintendent will start work on or about July 1 of same year.

IN WITNESS WHEREOF, the undersigned has executed this Agreement on the day and year set forth below.

Superintendent, Erika F. Sacharko

Date:

Erika F. Sacharko

9/2/25

Caprice Shaw, Board of Education Chair

Date:

Caprice Shaw

9/2/2025