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Holly P. Krouse
BARKHAMSTED TOWN CLERK

BOARD OF EDUCATION

CONTRACT OF EMPLOYMENT

LANGUAGE ARTS/READING/CURRICULUM COORDINATOR

It is hereby agreed by and between the BOARD OF EDUCATION OF THE TOWN OF BARKHAMSTED (hereinafter called the "Barkhamsted Board") and ERIKA F. SACHARKO (hereinafter called the "Language Arts/Reading/Curriculum Coordinator") that the said Board will employ the said ERIKA F. SACHARKO as Language Arts/Reading/Curriculum Coordinator and that ERIKA F. SACHARKO hereby accepts employment as Language Arts/Reading/Curriculum Coordinator of the Barkhamsted School upon the terms and conditions hereinafter set forth.

DUTIES

It shall be the responsibility of the Language Arts/Reading/Curriculum Coordinator to meet all of the performance requirements set forth in her job description.

TERM

The term of employment pursuant to this contract is one (1) year, from July 1, 2024 to June 30, 2025. Prior to June 30, 2025, the Board shall take action with regard to a new contract for the Language Arts/Reading/Curriculum Coordinator to commence July 1, 2025.

COMPENSATION

The salary of the Language Arts/Reading/Curriculum Coordinator shall be as follows:

A. The salary for the 2024-2025 fiscal year shall be as follows:

Salary as Language Arts/Reading/Curriculum Coordinator (70%) - .7 FTE	\$ 73,927.33
Salary as Curriculum Coordinator (30%) - .3 FTE	43,282.50
Elective TSA (Tax Sheltered Annuity) 403(b) Plan Contribution	1,143.50
TOTAL COMPENSATION (Total Base Salary):	\$118,353.32

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FRINGE BENEFITS AND WORKING CONDITIONS

- A. The work year for the Language Arts/Reading/Curriculum Coordinator shall be 186 days, of which 167 will be student days and the additional nineteen (19) days will be considered additional work days, including days that are worked during the summer. Prior to making any changes to work days, said changes shall be reviewed with the Principal.
- B. Travel reimbursement at current IRS rate.
- C. The Language Arts/Reading/Curriculum Coordinator shall receive the following benefits:

The medical insurance provided by the Board shall be the Connecticare High Deductible Health Plan with Health Savings Account based on \$2,250 individual and \$4,500 family coverage deductible. The premium share will be 23% of the total premium for the 2024-25 fiscal year. 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 dental coverage shall be provided through Anthem Blue Cross Blue Shield with a 23% premium share to be paid by the employee.

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.

Insurance coverage will be for the Language Arts/Reading/Curriculum Coordinator, spouse and any dependents who are up to and including age 26.

Life insurance in the amount of \$70,000 will be provided by the Board as well as LTD (Long-term disability) insurance.

PERSONAL ABSENCES

- A. Three (3) Personal days per year without the necessity for presenting an excuse. Except for an emergency, permission must be obtained from the Superintendent at least forty-eight (48) hours in advance. Days may not be taken immediately preceding or following a vacation period or school holiday without the superintendent's approval.
- B. Three (3) days per year for illness in the immediate family. Up to three (3) additional days may be granted by Superintendent.

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- 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 employee's household.
- D. Fifteen (15) school days will be allowed by each Professional employee certified by the State Board of Education and employed by the Board of Education 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 one hundred eighty-six (186) 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.

EVALUATIONS

The Language Arts/Reading/Curriculum Coordinator shall have the opportunity to review and discuss any evaluation reports with the Superintendent and to review the contents of her personnel file as maintained by the Superintendent's Office.

This Agreement shall constitute Board policy for the term of said Agreement and the Board hereby amends its rules and regulations to the extent necessary to give effect to the provisions of this Agreement.

If any portion of this Agreement is ruled invalid for any reason, the remainder of the Agreement shall remain in full force and effect.

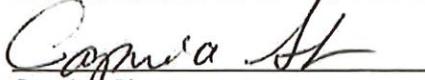
No judgmental/derogatory material originating after original employment shall be placed in the Language Arts/Reading/Curriculum Coordinator's personnel file unless she has been notified and has had an opportunity to review the material. The Language Arts/Reading/Curriculum Coordinator may submit a written notation regarding any material, and the same shall be attached to the file copy of the material in question. If the Language Arts/Reading/Curriculum Coordinator is asked to sign material placed in her file, such signature shall be understood to indicate her awareness of the material, but in no instance shall said signature be interpreted to mean agreement with the content of the material.

Any substantive complaint made against the Language Arts/Reading/Curriculum Coordinator by any parent, student or other person, shall promptly be called to the attention of the Language Arts/Reading/Curriculum Coordinator. In no case shall any anonymous and/or unsubstantiated complaint be placed in the Language Arts/Reading/Curriculum Coordinator's file.

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IN WITNESS WHEREOF, the parties hereunto have set their hands and seals this
30 day of May, 2024.

BARKHAMSTED BOARD OF EDUCATION


Caprice Shaw

6/4/24
Date

LANGUAGE ARTS/READING/CURRICULUM COORDINATOR


Erika F. Sacharko

5/30/24
Date

WITNESS



5/30/2024