

RECEIVED

BOARD OF EDUCATION  
CONTRACT OF EMPLOYMENT  
PRINCIPAL

MAR 10 2026  
*Holly P. Krouse*  
BARKHAMSTED TOWN CLERK

It is hereby agreed by and between the BOARD OF EDUCATION OF THE TOWN OF BARKHAMSTED (hereinafter called the "Barkhamsted Board") and KRISTEN PLOCKI (hereinafter called the "Principal") that the said Board has and will continue to employ the said KRISTEN PLOCKI as Principal and that KRISTEN PLOCKI hereby accepts continued employment as Principal of the Barkhamsted School upon the terms and conditions hereinafter set forth.

**DUTIES**

It shall be the responsibility of the Principal to meet all of the performance requirements set forth in her job description.

**TERM**

The term of employment pursuant to this contract is three (3) years, from July 1, 2024 to June 30, 2027. Prior to June 30, 2024, the Board shall take action with regard to a new contract for the Principal to commence July 1, 2024. Prior to the end of the second year of any such three-year contract, the Board shall vote for an extension of the contract.

**COMPENSATION**

The salary of the Principal shall be as follows:

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

Salary:	\$144,193.56
Elective TSA (Tax Sheltered Annuity) 403(b) Plan Contribution:	\$ 6,232.63
TOTAL COMPENSATION (included as Base Salary):	\$150,426.19

B. The salary for 2025-2026 and 2026-2027 shall be negotiated beginning February 1st of each year.

C. Any adjustment in salary made during the life of this contract shall be in the form of an amendment thereto and shall become part of this contract. Under no circumstances shall the salary for any subsequent year be less than the salary for the prior year.

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**FRINGE BENEFITS AND WORKING CONDITIONS**

- A. The work year for the Principal shall be 220 days, of which 182 will be student days and 186 are staff days. A calendar indicating holidays and school work days will be provided. Prior to making any changes to work days, said changes shall be reviewed with the Superintendent.
- B. Travel reimbursement at current IRS rate.
- C. The Principal 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 \$2250 individual and \$4500 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 23% of the total premium for the 2024-25 fiscal year effective July 1, 2024. The percent of the premium share for the 2025-26 fiscal year and the 2026-27 fiscal year shall be negotiated starting February 1<sup>st</sup> 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 Principal, 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 Principal'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 Principal to purchase a cell phone with prepaid minutes to be used to conduct school related business.

**PROFESSIONAL IMPROVEMENT**

- A. The principal will be granted reimbursement for advanced study, including professional activities such as institutes, seminars, graduate courses, and conferences, up to \$1,600 per year provided that prior approval has been granted by the Superintendent. A certificate of satisfactory (B or higher) completion of course work will be required to receive reimbursements.

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**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.
- 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 Principal'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.

**EVALUATIONS**

The Principal 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 Principal's personnel file unless she has been notified and has had an opportunity to review the material. The Principal may submit a written notation regarding any material, and the same shall

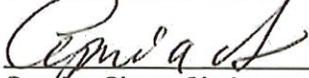
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be attached to the file copy of the material in question. If the Principal is asked to sign material placed in her file, such signature shall be understood to indicate her awareness of the material, but in no instance shall said signature be interpreted to mean agreement with the content of the material.

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

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

**BARKHAMSTED BOARD OF EDUCATION**

  
\_\_\_\_\_  
Caprice Shaw, Chairperson, BOE

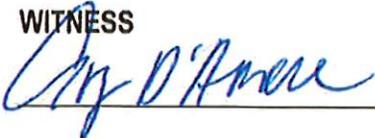
6/4/24  
Date

**PRINCIPAL**

  
\_\_\_\_\_  
Kristen Plocki, Principal

5/28/2024  
Date

**WITNESS**

  
\_\_\_\_\_

5/28/2024  
Date