

PROFESSIONAL AGREEMENT CONTRACT OF EMPLOYMENT FOR SUPERINTENDENT

It is hereby agreed by and between the Regional School District No. 1 (hereinafter referred to as the "Board") and Melony M. Brady-Shanley (hereinafter referred to as the "Superintendent"), that the Board does hereby employ Melony M. Brady-Shanley as Superintendent of Schools, subject to and in accordance with the provisions of Com Gen Stat. §10-157, and that Melony Brady-Shanley hereby accepts such employment upon the terms and conditions hereinafter set forth.

I. Certification

At all times during the term of this Agreement, the Superintendent shall possess and maintain appropriate certification from the Connecticut State Department of Education to serve as Superintendent of Schools. Failure to provide said certificate shall make this Agreement null and void. Should any such certification terminate and the Superintendent not otherwise hold valid certification or be otherwise permitted by law to serve as Superintendent of Schools, this Agreement shall terminate immediately by its terms.

II. Duties

The Superintendent shall serve as the chief executive officer of the Board, along with each of the boards of education (hereinafter referred to as the "Member Town Boards") of the member towns within the Regional School District No.1. The Superintendent is to ensure that Board policies and federal and state laws and regulations are adhered to throughout the District. In harmony with the policies of the Board and those of the Member Town Boards, and federal and state laws and regulations, the Superintendent has executive authority over the school system of the Board and that of each of the Member Town Boards and the responsibility for their supervision. The Superintendent has the general authority to act at her discretion, subject to later approval by the Board or of a Member Town Board, upon all emergency matters and those as to which her powers and duties are not expressly limited or are not particularly set forth. The Superintendent advises the Board and the Member Town Boards on policies and plans that the Board and the Member Town Boards take under consideration, and she takes the initiative in presenting to the Board, and the Member Town Boards, policy and planning issues for their attention.

The Superintendent shall attend all meetings of the Board and the Member Town Boards and shall participate in all deliberations, except when matters relating to her own employment are under consideration, or if any such Board otherwise requests that she not be present. Should the Superintendent be unable to attend any such meeting due to illness or other extenuating circumstances, the Superintendent shall designate an appropriate individual to attend the meeting in her place.

III. Term of Agreement

This Agreement shall become effective on July 1, 2025, and shall remain in effect through and including June 30, 2028. Prior to June 1, 2026, the Board may vote on whether to extend this contract for a minimum of one year. Prior to June 1, 2027, at the request of the Superintendent the Board shall vote on whether to extend this contract for a minimum of one year.

Anything in this paragraph to the contrary notwithstanding, the provisions of Section VIII, "Termination of Agreement," shall take precedence and the Superintendent's employment may be terminated under the provisions of said section at any time during the term of this Agreement.

IV. Work Year

The work year for the Superintendent shall be two hundred sixty (260) days.

V. Base Salary

As used in this Agreement, the terms "year" and "contract year" shall be defined as the fiscal year, which begins on July 1st and ends on June 30. The Superintendent's base annual salary shall be prorated for partial years of service as Superintendent.

The Superintendent's base annual salary for the period July 1, 2025 through June 30, 2026 shall be the sum of (a) Two Hundred and Eighteen Thousand Three Hundred and Sixteen Dollars (\$218,360) in periodic payments in accordance with the established pay dates for the school district, (b) the Board agrees to contribute 75% of the allowable IRS deposit amount, including catch-up provisions, to a 403(b) plan each year for the duration of the Agreement, and (c) a stipend of Four Thousand Dollars (\$4,000) to be paid in periodic payments in accordance with the established pay dates for the school district. The 75% additional amount will be an annuity and therefore paid on a pre-tax basis as permitted under Section 403(b)(12)(A)(ii) of the Internal Revenue Code, as amended, including the applicable catch-up limit of Section 414(v) of the Internal Revenue Code, and then contributed toward the purchase of a 403(b) annuity with a tax sheltered annuity company she chooses from the Board's list of approved 403(b) vendors pursuant to the Board's 403(b) plan available to Board employees in accordance with Section 403(b) of the Internal Revenue Code, as amended.

For the period commencing July 1, 2026, the Superintendent's salary shall be negotiated (but, in any event, not less than the salary paid to the Superintendent for the prior period). An agreement shall be reached by February 1, 2026 for the year commencing July 1, 2026.

VI. Benefits

- A. Sick Leave: The Board of Education shall provide the Superintendent with twenty (20) sick days per fiscal year for personal illness of the Superintendent. Such sick days shall be credited to the Superintendent at the beginning of each contract year. The number of sick days shall be prorated for any partial years of service as Superintendent. Sick leave shall be cumulative to a maximum of two hundred and twenty (220) days. Unused sick leave shall not be compensated at the termination of employment.
- B. Vacation: The Board shall provide the Superintendent with thirty (30) days of vacation per fiscal year, exclusive of legal holidays. Such vacation days shall be credited to the Superintendent at the beginning of each contract year. The number of vacation days shall be prorated for any partial years of service as Superintendent. Vacation days shall be taken during the contract year that they are earned, except that the Superintendent may carry over up to eleven (11) days of vacation from one contract

year to the next contract year, provided that no more than a total of eleven (11) days of vacation may be carried over at any one time. Accumulated vacation days will not be compensated at the termination of employment. Requests by the Superintendent to take vacation time must be submitted to the Board Chairperson.

- C. Personal Days: The Superintendent shall be entitled to up to five (5) days for personal leave to conduct personal business that could not be conducted at any other time upon adequate notice to the Board Chairperson.
- D. Bereavement Days: The Superintendent shall be entitled to receive up to five (5) days per year for bereavement.
- E. Insurance Benefits: The Superintendent may participate in the health insurance plan that is provided to certified staff under the Region One Federation of School Administrators agreement, with the same premium contribution levels as negotiated in the Region One Federation of School Administrators agreement. If and when the plan is a High Deductible Health Plan and the Board agrees to contribute into a Health Savings Account (HSA) for teachers administrators, the Board shall contribute the same amount into the Superintendent's HSA as it contributes for teachers administrators in accordance with the Region One Federation of School Administrators agreement.

The Superintendent may participate in the District's dental insurance plan, with the same premium contribution levels as negotiated in the above-referenced collective bargaining agreement.

The Board shall provide a Term Life Insurance Policy in the amount of Four Hundred and Thirty-Five Thousand Dollars (\$435,000).

The Board shall provide the Superintendent with a payment of up to Five Hundred Dollars (\$500) annually towards the contribution of a disability insurance policy.

- F. Travel Expenses: The Board shall reimburse the Superintendent for the use of her own automobile for transportation at the current IRS rate. The Superintendent may attend professional meetings and conferences at the local, state, and national levels, with the expense of said attendance to be paid by the Board. Expenses for conferences that exceed the annual budgeted amount shall be approved by the Board Chairperson in advance.
- G. Telecommute Flexibility: The Board shall allow the Superintendent the ability to telecommute as needed, at her own discretion. This privilege is subject to such limitations as the Board, or any of the Member Boards, may establish after consultation with the Superintendent.
- H. Cell Phone: The Board will provide a cell phone to the Superintendent and shall be responsible for the related plan costs for domestic telephone calls. The phone model, plan and carrier will be determined by the Superintendent. The phone will be the property of the Board.

VII. Evaluation

The Board and the Member Town Boards delegate to the ABC Committee the responsibility for evaluating the performance of the Superintendent in accordance with Conn. Gen. Stat. § 10-157 in accordance with the Joint Employment Agreement between and among the Board and the Member Boards.

VIII. Termination of Agreement

- A. The parties may, by mutual consent, terminate this Agreement at any time.
- B. The Superintendent shall be entitled to terminate this Agreement upon written notice of ninety (90) days, except that the prior notice is not required if termination is part of an action to implement a new contract between the parties hereto in which case verbal notice by the Superintendent, duly witnessed and recorded in the minutes, is acceptable.
 - 1. The Superintendent shall be entitled to a severance payment equal to fifteen percent (15%) of her base annual salary if she has completed at least five (5) years of service in Regional School District No. 1 and provides the Board with 6 months' notice, in writing, of her intention to resign at the end of the subsequent fiscal year.
- C. The Board may terminate this Agreement during its term for one or more of the following reasons:
 - 1. Inefficiency or incompetence;
 - 2. Insubordination against reasonable rules of the Member Town Boards;
 - 3. Moral misconduct;
 - 4. Disability which renders the Superintendent unable to carry out the essential functions of the Superintendent's position, as shown by competent medical evidence;
 - 5. Other due and sufficient cause.

In the event the Board seeks to terminate this Agreement for one of the above reasons, it shall serve on the Superintendent written notice that termination of her contract is under consideration. Such notice shall be accompanied by a written statement of reasons. Within fifteen (15) days after receipt from the Board of written notice that contract termination is under consideration, the Superintendent may file with the Board a written request for a hearing before the Board which shall be held within thirty (30) days after receipt of such request. The Board shall render its decision within fifteen (15) days of the completion of such hearing and shall send a copy of its decision to the Superintendent, setting forth the reasons and evidence for its decision. Such hearings may be in executive or public session at the option of the Superintendent. The Superintendent shall have the right to her own counsel at her own expense in such proceedings. Any time limits established herein may be waived by mutual agreement of the parties. If the Superintendent is terminated on account of disability as shown by competent medical evidence, the Board shall pay any accumulated sick leave or vacation time accrued by the Superintendent.

IX. Outside Professional Activities

The Superintendent may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations provided such activities do not interfere with her responsibilities as Superintendent. Prior to engaging in an outside professional activity resulting in compensation to the Superintendent, she shall obtain approval from the Board Chairperson.

X. General Provisions

- A. If any of the provisions, terms or clauses of this Agreement are determined to be illegal, unenforceable or ineffective in a legal forum or by operation of law, those provisions, terms and clauses shall be deemed severable, such that all other provisions, terms and clauses of this Agreement shall remain valid and binding upon both parties.
- B. This Agreement 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.
- C. Commencing upon the effective date, it supersedes any and all prior agreements between the parties.
- D. This Agreement shall be construed under the laws of the State of Connecticut.

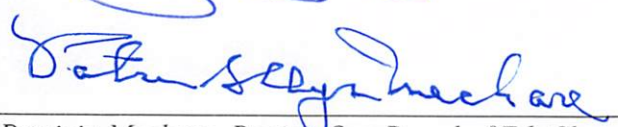
IN WITNESS WHEREOF, the undersigned have executed this Agreement.



Melony Brady-Shanley, Superintendent

3/13/25

Date



Patricia Mechare, Region One Board of Ed. Chairman

4.10.25
