

**EMPLOYMENT AGREEMENT
BETWEEN
THE SCOTLAND BOARD OF EDUCATION
AND
THE PRINCIPAL OF SCOTLAND ELEMENTARY SCHOOL**

This agreement is made and entered into on this 9th day of January, 2018 by and between the Scotland Board of Education ("Board") and Catherine Pinsonneault, Principal of Scotland Elementary School ("Principal"). The Board agrees to employ Catherine Pinsonneault and Catherine Pinsonneault agrees to accept such employment as Principal of Scotland Elementary School under the terms and conditions set forth herein.

Section 1 – Term of Agreement

This Agreement shall be in force and effect from July 1, 2018 through June 30, 2021. Prior to the end of the 2020-2021 school year, the Board, through and with the assistance of the Superintendent of Schools, ("Superintendent"), shall evaluate the Principal and determine whether to renew this agreement.

Section 2 – Right to Manage

Subject to the provisions of this Agreement, the Board and the Superintendent reserve and retain the full right, authority and discretion in the proper discharge of their duties and responsibilities to control, supervise, and manage the public school system of the Town of Scotland under all applicable governing laws, rules, ordinances, and regulations. This Agreement is subject to State Statute 10-151 of the Connecticut General Statutes.

Section 3 – Work Year

The Principal shall be entitled to twenty-five (25) vacation days annually, to be taken at a time acceptable to the Superintendent, and the following holidays:

Independence Day	Day after Christmas Day
Labor Day	Day before New Year's Day
Columbus Day	New Year's Day
Veteran's Day	Martin Luther King Day
Thanksgiving Day	President's Day
Day after Thanksgiving Day	Good Friday
Day before Christmas Day	Memorial Day
Christmas Day	

The above holidays shall be taken on the day declared by the state or federal government, or in lieu thereof by the Board of Education, as the official day of celebration, and only when school is not in session.

The Principal can be required by the Superintendent or his/her designee to work additional days beyond the stated work year, the Principal shall be paid a pro-rated per diem rate based on the stipulated annual salary. The Principal shall be eligible to carry over one week of unused vacation into the next contract year. The per diem rate shall be based on 220 work days per year.

Section 4 – Leaves

A. Sick Leave

Sick leave shall be granted to the Principal in the amount of fifteen (15) days per year cumulative to two-hundred eleven (211) days. Total sick leave for a given year shall become available at the beginning of the contract year (July1 – June 30).

B. Personal Leave

The Principal shall be eligible for five (5) personal leave days per year during the term of the Agreement with full pay. Additional personal leave days may be granted at the discretion of the Superintendent.

C. Religious Holidays

The Principal shall be entitled to three (3) school days per year without loss of pay during the term of this Agreement for the observance of religious holidays.

D. Conference Leave

At the discretion of the Superintendent and subject to budgetary limitations, the Principal may be granted an unspecified number of days with pay and reimbursement for expenses for such purposes as visiting days, organizations meetings, conferences, and community relation activities.

E. Bereavement

The Principal shall be eligible for five (5) days with pay for each death of an immediate family member. The immediate family shall be defined to include the Principal's spouse, children, parents, parents-in-law, or other individual from the same household as the Principal.

Section 5 – Maternity/Paternity Leave

The Principal shall be eligible for a maternity or paternity leave in accordance with all applicable state and federal laws.

Section 6 – Professional Dues

The Principal shall be reimbursed for payment of dues to professional organizations relating to his/her areas of assignment as approved by the Superintendent, subject to budgetary limitations.

Section 7 – Staff Development

A. Tuition Payment

At the discretion of the Superintendent and subject to budgetary limitations, the Board will pay for courses or other training workshops which will have a direct benefit to the students of the school and which are successfully completed by the principal, not to exceed \$1,000 annually.

B. Management Training and Conference Attendance

The Principal may request to attend management training activities and conferences. The Superintendent may grant such requests at his/her discretion in light of the district's needs and budgetary restraints.

Section 8 – Transportation Allowance

The Principal, when using a personal motor vehicle on school related business, shall be reimbursed at the current IRS rate allowance per mile. Requests for compensation for school related travel will be subject to authorization and approval of the Superintendent.

Section 9 – Insurance Benefits

The Board of Education will provide the following benefits to the Principal at a premium co-share cost equivalent to the premium co-share cost of other non-affiliated employees:

1. Health care insurance with the same options available, as health care insurance offered to teachers. Such benefits are summarized in the teachers' collective bargaining agreement. (Teachers' insurance benefits in effect at execution of this agreement are attached for informational purposes only).
2. Life Insurance coverage of \$100,000.
3. Long-term disability Insurance coverage covering the Principal to age 65. Such policy will be effective only after use of any accumulated sick leave.

In lieu of enrolling in the medical plan established in this section, the Principal may receive, as additional salary, the monetary equivalent of 25% of the cost of the premium for those benefits she/he would be entitled to receive. If the Board purchases health insurance through a means other than a fully insured policy, this provision will not be applicable. Entitlement or reinstatement of benefits shall be provided in accordance with the terms of the insurance contract in effect at the time benefits are sought.


Section 10 – Salary

2018-2019 – Principal's salary will be \$102,344

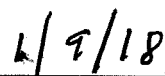
2019 – 2021 – A minimum base increase equivalent to the percentage increase for the top step of the highest teacher ladder will be calculated and applied to determine the salary for the 2019 – 2020 and the 2020-2021 school years.

Section 11 – Savings Clause


If any portion of this agreement is ruled invalid for any reason, the remainder of the Agreement shall remain in full force and effect. This agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.



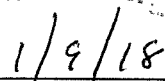
Sherry Smardon, Chairperson, Scotland Board of Education



Date



Catherine Pinsonneault, Principal, Scotland Elementary School



Date