

**Scotland Board of Education
Superintendent Contract
July 1, 2021 – June 30, 2024**

It is hereby agreed by and between the Board of Education and the Town of Scotland (hereinafter called the "Board") and Valerie Bruneau that the Board has and does employ Valerie Bruneau ("Superintendent") as the Superintendent of Schools of Scotland, Connecticut, upon the terms and conditions hereinafter set forth.

1. DUTIES

- 1.1 The Superintendent is the chief executive officer of the Board. In harmony with the policies of the Board, state laws and State Board of Education regulations, the Superintendent has executive authority over the school system and the responsibility for its supervision. He/she has the general authority to act at his/her discretion, subject to later approval by the Board, upon all emergency matters and those as to which his/her powers and duties are not expressly limited or are not particularly set forth.
- 1.2 The Superintendent advises the Board on policies and plans that the Board takes under consideration, and he/she takes the initiative in presenting to the Board policy and planning issues for the Board's attention.
- 1.3 The Superintendent, or his/her designee, shall attend all meetings of the Board and shall participate in all Board deliberations except when matters relating to his own employment are under consideration. The Superintendent shall receive notice of all Board committee meetings and he/she or his/her designee shall attend such meetings.
- 1.4 The Superintendent will have discretion to organize, reorganize and arrange the administrative and supervisory staff in a manner which, in his/her judgment, best serves the Scotland Public Schools. The administration of instruction and business affairs will be lodged with the Superintendent and administered by him/her with the assistance of staff. The responsibility for selection, placement and transfer of personnel shall be vested in the Superintendent, within the confines of Board Policy. The Board, individually and collectively, will promptly refer all criticisms, complaints, and suggestions called to its attention to the Superintendent for study and recommendation.

2. TERM

- 2.1 The term of employment under this contract is from July 1, 2021 to June 30, 2024. The Superintendent and the Board agree they shall adhere to the following procedures to extend the Superintendent's employment:
 - 2.1.1 Prior to the end of the 2021-2022 school-year, the Board, at the request of the Superintendent, may vote on whether to extend the Superintendent's employment.
 - 2.1.2 Prior to the end of the 2023-2024 school-year, the Board shall vote whether to extend the Superintendent's employment.

2.2 In the event that the Superintendent is hired for a new term, a new contract of employment shall be executed by the parties to supersede this Agreement. At no time shall the Superintendent be under contract or contracts to the Board for a period greater than three (3) years.

2.3 Anything in this section to the contrary notwithstanding, the provisions of SECTION 5: TERMINATION shall take precedence and the Superintendent's employment may be terminated under the provisions of such section.

3. BASE SALARY

3.1 The Superintendent shall serve four tenths (.4) of full time, which is one hundred four (104) days per year, averaging two (2) days per week.

3.2 For the period of July 1, 2021 to June 30, 2022 the Superintendent shall receive a salary of Fifty Seven Thousand Two Hundred and Nineteen Dollars (\$57,219), annualized base salary.

3.3 The annual salary for any subsequent year of this Agreement shall be negotiated between the parties and agreed prior to the commencement of the new contract term. If no agreement concerning annual base salary is reached, the Superintendent's salary shall continue at the rate of the preceding year. Any adjustment in salary made during the life of this Agreement shall be in the form of an amendment and shall become part of this Agreement, but any such amendment shall not be considered a new contract with the Superintendent or an extension of the termination date of the existing contract. Compensation for the Superintendent's services under any later contract of employment executed under Section 2.2 shall be negotiated and agreed to by the Board and the Superintendent prior to the commencement of the new contract term.

4. Evaluation

4.1 The Board shall evaluate the performance of the Superintendent in executive session prior to the end of May of each school-year of this contract.

4.2 In the event that the Board determines under the evaluation format that the performance of the Superintendent is significantly deficient in any respect, the Board shall meet in executive session with the Superintendent for the purpose of discussing his/her performance and describing such deficiencies in detail, indicating specific examples where appropriate. The discussion shall include recommendations as to areas of improvement in all instances where the Board deems performance to be significantly deficient.

5. TERMINATION

5.1 The parties may, by mutual agreement, terminate this contract at any time.

5.2 The Superintendent may terminate this contract upon written notice of ninety (90) days except that the ninety (90) day notice is not required if termination is part of an action to implement a new contract under Section 2.2, in which verbal notice by the Superintendent, duly witnessed and recorded in minutes, is acceptable.

5.3 The Board may terminate this contract of employment during its term for one or more of the following reasons:

5.3.1 Inefficiency, incompetence or ineffectiveness;

5.3.2 Insubordination against reasonable rules of the Board;

5.3.3 Moral misconduct;

5.3.4 Disability as shown by competent medical evidence;

5.3.5 Other due and sufficient cause.

5.4 In the event the Board seeks to terminate this contract for one of the above reasons, it shall serve on the Superintendent written notice that termination of this 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 twenty (20) days after receipt of such request. The Board shall render its decision within fifteen (15) days of such hearing and if the decision is adverse to the Superintendent, shall send a copy of its decision setting forth reasons and evidence relied on to the Superintendent. The Board's decision shall be based on the evidence presented at the hearing.

5.5 Such hearing may be in executive or public session, at the option of the Superintendent, to the extent permitted by law (including the Connecticut Freedom of Information Act). The Superintendent shall have the right to counsel of his/her choice, at his/her own expense.

5.6 Any time limits established herein may be waived by mutual agreement of the parties.

5.7 If the Superintendent is terminated on account of disability as shown by competent medical evidence, the Board shall pay sixty (60) days salary provided for in this contract.

5.8 As a condition precedent to this Agreement taking full force and effect, the Superintendent shall hold and present to the Board a valid certificate issued by the State of Connecticut enabling him to serve as Superintendent. 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 to serve as Superintendent of Schools, this Agreement shall terminate immediately by its terms and the Superintendent's employment may be immediately terminated without any right to the proceedings provided in this Section 5 or any other redress at law or in equity.

6. FRINGE BENEFITS AND WORKING CONDITIONS

6.1 The Superintendent shall be reimbursed for out-of-pocket expenses reasonably incurred in the performance of his/her professional duties. When using his/her motor vehicle on school related business, the Superintendent shall be reimbursed at the then current IRS rate allowance per mile.

6.2 The Superintendent shall be reimbursed upon Board approval for payment of dues to professional organizations relating to his/her work for the Board.

- 6.3 The Superintendent shall attend appropriate professional meetings at the local, regional, state and national level, the expense of such attendance and membership fees to be incurred by the Board.
- 6.4 The Board hereby reaffirms its obligation to indemnify Superintendent pursuant to Connecticut General Statutes 10-235 and 10-236a, as amended.
- 6.5 If at any time during the year the Superintendent expects to be absent from the district more than one week, he/she will notify the Board Chairperson at least one week in advance, except in an emergency.
- 6.6 With respect to reimbursement sought in accordance with Sections 6.1, 6.2 and 6.3, the Superintendent may be required to provide appropriate supporting documentation to the Board, which shall be in keeping with Board guidelines.

7. GENERAL PROVISIONS

- 7.1 If any part of this contract is invalid, such invalidity shall not affect the remainder of such contract, but such remainder shall be binding and effective against all parties.
- 7.2 This contract may not be amended orally but may be amended only by an agreement in writing, signed by both parties. Commencing upon signing, it supersedes all prior agreements between the parties.


IN WITNESS WHEREOF, the undersigned have executed this contract the day and year of aforesaid.

Date on this 18th day of June 2021.



Brynn Lipstreu

Board of Education Chairperson, for the Scotland, Connecticut Board of Education



Valerie Bruneau

Superintendent of Schools