

**Sherman School District**  
**2 Route 37 East**  
**Sherman, CT 06784**



## **Employment Compensation Agreement**

***Position: Superintendent***

***FTE: 0.4***

The Sherman Board of Education (the "Board") and Dr. Patricia Cosentino ("Superintendent") agree to the following:

**1.0 Employment:** In accordance with the provisions of Section 10-157 of the Connecticut General Statutes, the Board does hereby employ Dr. Patricia Cosentino as Superintendent of the Sherman School District, and Dr. Patricia Cosentino does hereby accept employment as Superintendent for the Board under the terms and conditions hereinafter set forth in this Agreement.

**2.0 Certification:** As a condition precedent to this Agreement going into and remaining in effect, the Superintendent shall maintain certification as an administrator or obtain and maintain a durational shortage area permit, in accordance with all applicable statutes and regulations, throughout the term of this Agreement.

**3.0 Duties:** In harmony with the policies of the Board, State Laws, and State Board of Education regulations, the Superintendent has executive authority over the Sherman School system and the responsibility for its supervision. The Superintendent shall advise the Board on policies and plans that the Board takes under consideration, and shall take the initiative in presenting to the Board policy and planning issues for the Board's attention.

**4.0 Term of Agreement:** The term of this Agreement shall be effective from FY 2025-2028 beginning on July 1, 2025 through FY 2027-2028 concluding on June 30,

2028. Every May an additional year will be automatically added to the term unless either party gives the other written notice by May 1st. Anything in this paragraph to the contrary notwithstanding, the provisions of the attached section entitled "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.

**5.0 Salary:** The Superintendent's annual base salary for FY 2025-2026 shall not exceed \$98,465, with the ability to assign any portion of the base salary amount to an approved tax-sheltered annuity (TSA) in accordance with all applicable Internal Revenue Service (IRS) regulations. Such base salary shall be payable in twenty (26) periodic installments, subject to required deductions withholding taxes, and other agreed to deductions that the Superintendent may authorize in writing. Salary payments as set forth in this Agreement shall be prorated for any partial fiscal year of service as Superintendent. Compensation shall be reviewed annually and base salary increases in subsequent years may be recommended and approved by the Board upon satisfactory completion of employment duties.

**6.0 Evaluation:** The Superintendent shall be evaluated by the Board.

**7.0 Work Year:** The work year for the Superintendent shall be one-hundred school days (100) days. The Superintendent will be granted three (3) sick days per year.

**8.0 Bereavement Days:** In the case of the death of an immediate family member, the Superintendent shall be granted up to three (3) days for bereavement.

**9.0 Expense Reimbursement:** The Superintendent, shall be reimbursed for out-of-pocket expenses reasonably incurred in the performance of her professional duties. The Board shall pay the full cost of the Superintendent's professional association memberships in the Connecticut Association of Public School Superintendents (CAPSS), American Association of School Administrators (AASA), and the Western Connecticut Superintendents Association (WCSA). The Superintendent shall be reimbursed for hotel and travel expenses and out-of-pocket expenses for the ASAA convention.

**10.0 Travel and Mileage Reimbursement:** The Board agrees to reimburse the Superintendent for her travel expenses incurred in the performance of her duties under this Agreement. For use of her own automobile outside of the State on

official business, she shall be reimbursed at the IRS standard mileage rate on vouchers to be submitted by her in a timely manner.

**11.0 Cellular Telephone Reimbursement and Technology:** The Superintendent shall be reimbursed \$100 per month for the use of a cellular telephone she will maintain. She shall also be provided with a laptop computer for professional duties as deemed appropriate by the Board.

**12.0 Termination of Agreement:**

12.1 The parties may, by mutual consent, terminate this Agreement at any time.

12.2 The Superintendent shall be entitled to terminate this Agreement 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 Agreement between the parties hereto in which case verbal notice by the Superintendent, duly witnessed and recorded in the minutes, is acceptable.

12.3 At any time during the effectiveness of this Agreement, the Board may non-renew and/or terminate the Superintendent's employment with the Board in accordance with the provisions of Connecticut General Statutes Section 10-151 et seq.

12.4 The Board retains the right to immediately suspend the Superintendent with pay when serious misconduct is charged, without prejudice to her rights or otherwise provided.

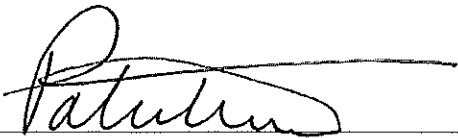
**13.0 General Provisions:**

13.1 If any part of this Agreement is determined by a court of final authority to be invalid, that portion shall be severed from the Agreement, and the remainder of the Agreement shall remain in full force and effect.

13.2 This Agreement contains the entire Agreement of the parties. It may not be amended orally but may be amended only by an Agreement in writing, signed by both parties.

13.3 The Board and the Superintendent shall fulfill any applicable statutory and/or regulatory requirement concerning notification of the Connecticut Teachers' Retirement Board regarding the Board's employment of the Superintendent under the provisions of this agreement.

13.4 Notices to the Board, as required herein, shall be sent to the Chairperson of the Board and notices to the Superintendent shall be sent to her home address.

  
\_\_\_\_\_  
Dr. Patricia Cosentino, Superintendent

6/18/25  
Date

  
\_\_\_\_\_  
Mr. Matt Vogt, Board Chairperson

6/18/25  
Date