

Lisbon Public Schools
Part Time Permanent Superintendent
2021 - 2023

This agreement is entered into by and between Sally A. Keating and the Lisbon Board of Education. Both parties hereby agree as follows: The Superintendent is the Chief Executive Officer of the Board. She shall be required to perform those duties and meet responsibilities which are set forth in the Connecticut Statutes and required by applicable written policies of the Lisbon Board of Education.

1. EMPLOYMENT

The Lisbon Board of Education hereby employs Sally A. Keating as Part Time Permanent Superintendent (hereinafter referred to as "Superintendent") for the Lisbon School District.

2. DUTIES

The duties are set forth in the Connecticut State Statutes and required by applicable written policies of the Lisbon Board of Education.

3. TERM

- (a) This contract shall be in effect from: July 1, 2021 until June 30, 2023, unless sooner terminated by either party in accordance with applicable provisions herein contained.
- (b) The Superintendent shall work two days a week on a 12-month schedule.

4. TERMINATION

Termination of this contract may be accomplished by:

- (a) Mutual consent of the parties at any time.
- (b) Written notification to the Lisbon Board of Education, by the Superintendent at least 60 (sixty) days in advance of the date.
- (c) Just cause – in the event Employee is discharged for "Cause" (defined below), the term of this contract shall terminate immediately upon giving written notice of termination to Employee. In such event, the liability of the Board for the payment of compensation and all other amounts due under any provision hereof shall cease and be terminated as of the date of notice of termination, except for amounts accrued and owed to Employee as of such date. "Cause" shall mean (i) the refusal, neglect or inability of Employee to perform his/her duties and services hereunder, or (ii) Employee's dishonesty or moral turpitude, or (iii) failure to abide by Board policies and procedures, or (iv) conduct which injures the Board's reputation.
- (d) Application of applicable provisions of Connecticut Statute regarding termination of contracts.

5. COMPENSATION

The Superintendent's salary for the period commencing July 1, 2021 through June 30, 2022 is set at \$89,060. The Superintendent's salary for the period commencing July 1, 2022 through June 30, 2023, TBD. It is understood and agreed that the Superintendent shall only be required to work part time.

6. FRINGE BENEFITS

- (a) The Superintendent shall be entitled to observe all holidays as included in the Municipal Employees Union Independent contract.
- (b) The Superintendent shall be entitled to sick leave with full pay up to fifteen (15) days in each year. Unused sick leave shall be accumulated to a total of one hundred and ninety days (190) sick leave. One-half of such accumulation shall be paid (per diem rate) as severance upon termination or to a designated beneficiary in the event of death.
- (c) The Superintendent shall be entitled to six (6) personal days. Three (3) days may be used at the employee's discretion.
- (d) Professional memberships not to exceed \$500.00.
- (e) The Lisbon Board of Education shall provide up to a \$100,000 life insurance policy, which shall be paid for by the Lisbon Board of Education.

7. EVALUATION

The Board of Education shall conduct an evaluation regarding the Superintendent's performance in accordance with the provisions of Section 10-157(a) of the Connecticut Statutes and bylaws of the Lisbon Board of Education.

8. PROFESSIONAL MEETINGS

Subject to budget appropriations, the Superintendent may attend any educationally or professionally related meetings at her own discretion; the expense of which shall be borne by the Lisbon Board of Education.

9. REIMBURSEMENT FOR EXPENSES

- (a) The Superintendent, with the approval of the Board and upon presentation of vouchers attesting to such expenses, shall be reimbursed for "out of pocket" expenses incurred in the course of carrying out her official duties and responsibilities. Such vouchers shall be presented no later than the month following that in which the expenses were incurred.
- (b) The Superintendent shall be reimbursed at a rate equivalent to that allowed federal employees using their personal vehicles for official travel when done incidental to carrying out the duties and responsibilities under this contract. Travel to and from work on days when regularly scheduled to be in the office is excluded from this provision. Reimbursement under this provision shall not exceed budgeted amount except as the Board grants advance approval.

10. GENERAL PROVISION

If any part of the agreement is invalid, it shall not affect the remainder of said agreement, but said remainder shall be binding and effective against all parties. This contract 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.

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

Sally Teaty
Superintendent

Melissa A. Kraus
Chairperson, Lisbon Board of Education

3/2/21
Date

3/4/21
Date