

NORFOLK BOARD OF EDUCATION

NORFOLK, CT

BOTELLE ELEMENTARY PRINCIPAL'S CONTRACT

JULY 1, 2020- JUNE 30, 2023

AGREEMENT

This agreement is entered into between the Norfolk Board of Education (hereinafter referred to as the Board) and **Lauren Valentino** (hereinafter referred to as the Principal). The Board and the Principal, for the consideration herein specified, agree as follows:

1. Term of Contract

The term of employment is for three (3) years commencing July 1, 2020.

2. Professional Certification

Throughout the life of this agreement the Principal shall obtain, maintain, and furnish to the Board evidence of a valid and appropriate certificate to act as Principal in accordance with the laws of the State of Connecticut.

3. Duties of the Principal

3.1 The Principal will faithfully and diligently observe, enforce and implement the rules, policies and regulations of the Board, as amended from time to time, and all pertinent sections of the Connecticut General Laws, the Connecticut Board of Education, the rulings of the Commissioner of Education, and as outlined in the Principal's job description.

3.2 The Principal will serve as the main coordinator for the annual Grade 6 Environmental Study Trip to Cape Cod. The Principal will attend with the students, teachers and chaperones.

3.3 The Principal will provide the Norfolk Board of Education with a written monthly school update and attend their regularly scheduled monthly meeting.

3.4 The Principal will remain in the building until all buses have returned at the end of the day.

3.5 The Principal will be responsible for alerting families and staff of school cancellations due to weather and or emergencies that may arise through our alert now system.

And all other duties outlined in the Principal's Job Description.

4. Compensation

4.1 The Board shall pay the Principal for the period indicated as follows:

- July 1, 2020 – June 30, 2021 **\$121,319**
- July 1, 2021 – June 30, 2022 **\$124,959**
- July 1, 2022 – June 30, 2023 **To be negotiated (See addendum A)**

Salary increase and renewal of contract will be dependent on the Principal receiving positive annual performance rating.

4.2 The Board shall renegotiate salary increases at least one hundred and twenty (120) days prior to the final year of the contract.

4.3 The Principal will be granted a per diem stipend equal to the teacher's contract for her time on overnight field trips as long as the trip remains in the Education Budget.

5. Professional Organizations

5.1 The Principal shall be expected to join, at Board expense, appropriate professional organizations such as: National Association of Elementary School Principals, Connecticut Association of School Principals, Association for Supervision & Curriculum Development. The Board shall pay for approved expenses to attend professional meetings and conferences. Such expenses shall not exceed five hundred dollars (\$500) per fiscal year.

6. Professional Development

6.1 The Board will commit up to eight hundred dollars (\$800) a year for the Principal to attend a national conference to enhance her professional development in helping to meet the Board goals and personal professional growth.

7. Work Year

7.1 The Principal's work year shall consist of the Teacher's year of one hundred and eight-five (185) days plus a maximum of thirty (30) days, for a total of two hundred fifteen days (215). At least ten (10) of those days are to be worked prior to the opening of school, and the remaining twenty (20) days at the discretion and approval of the Superintendent.

8. Leave

8.1 The Principal shall be entitled to seventeen (17) sick days per year, cumulative up to two hundred (200) days. Up to (5) five days may be used for immediate family illness. The Principal will be allowed to carry over up to 100 days from his former employer.

8.2 The Principal shall be entitled to three (3) personal days, and five (5) family funeral days. Personal and funeral days are non-accruable.

9. Expenses

9.1 The Board shall reimburse the Principal for all actual and necessary travel expenses, other than within the Region 7 feeder school area, using the current year's IRS travel rate, and for other expenses required in the performance of his official duties.

10. Medical Benefits

10.1 HDHP/HSA Plan. The Board will provide a High Deductible Health Care Plan ("HDHP") with a Health Savings Account ("HSA") feature. The plan has the following characteristics: \$2,000 single deductible/\$4,000 employee plus dependent(s) deductible, then 0% to employee for in-network costs, Commercial Prescription Guidelines. During the first three years that an employee participates in the HDHP/HSA Plan, The Board will fund 75% of the applicable deductible, deposited at the start of the year into the employee's HSA.

10.2 Dental Plan. There will also be a Full Dental Plan with Rider A - Diagnostic, Preventative & Restorative Procedures, C - Periodontics & D - Orthodontics coverage with a \$1,000 per child lifetime maximum benefit will be included in the dental plan

10.3 Co-Share of Premium

The Principal's co-share for premiums of both medical and dental benefits ~~as outlined in 9.1~~ will be at a rate as follows:

July 1, 2017 – June 30, 2020 12%

10.4 Waiver of Medical Insurance Coverage

The Principal will be reimbursed 25% of the premium cost of the medical benefits she is entitled to if he chooses to waive the medical plan offered by the Board. This option may be taken as an annuity of choice or a 403B plan contribution. All waiver payments are contingent on the Principal submitting written notification that she has elected to waive coverage and proof of alternate medical insurance coverage.

10.5 Life Insurance

During the term of her employment, the Board will provide the Principal with a term life insurance policy equal to two times her salary.

10.6 Disability Insurance

The Principal will be enrolled in a Long Term Disability policy providing 60% of basic monthly earnings (subject to specified reductions) with five thousand dollars (\$5,000.00) maximum monthly benefit and a one hundred eighty (180) calendar days elimination period.

11. Evaluation

The Principal shall be evaluated annually by the Superintendent of Schools.

12. Renewal

The terms of this Agreement shall continue in force unless renegotiated by the parties or terminated in accordance with statute.

13. Termination

The Principal may terminate this contract upon written notice of one hundred twenty (120) days, except that the one hundred twenty (120) day notice is not required if termination is part of an action to implement a new contract in which case verbal notice by the Principal, duly witnessed and recorded in the minutes, is acceptable.

14. Legalities

It is understood and agreed that this contract is subject to the statutes of the State of Connecticut and the rules and regulations of the Connecticut State Department of Education. If any portion of this contract is deemed invalid under state or federal law, the remainder of the contract shall remain in full force and effect.

The conditions stipulated above constitute the full agreement between the parties.

NORFOLK BOARD OF EDUCATION



PRINCIPAL

3/22/22

Date

Mary Beth Iacobelli, Ed.D.
Superintendent of Schools

3-22-22

Date

Ann DeCerro
Board Chair

3/18/22

Date

Addendum A

The Norfolk Board of Education Personnel and Negotiation subcommittee met on 3/1/22 to discuss the Principal's compensation for the 2022 – 2023 school year. The following actions were approved:

3% increase in salary. The Principal's salary for 2022 – 23 will be \$128,708.

Increase insurance buy back from 25% to 50%