

**CONTRACT OF EMPLOYMENT
SUPERINTENDENT OF SCHOOLS
REGIONAL SCHOOL DISTRICT NO. 20
GOSHEN, LITCHFIELD, MORRIS AND WARREN,
CONNECTICUT**

It is hereby agreed by and between the Board of Education of Regional School District No. 20 (hereinafter called the "Board") and Christopher G. Leone (hereinafter called the "Superintendent") that the said Board has and does hereby employ the said Christopher G. Leone as Superintendent of Schools of the Regional School District No. 20 and that Christopher G. Leone hereby accepts employment as Superintendent of Schools of the Regional School District No. 20 upon the terms and conditions hereinafter set forth.

I. TERM

- . The term of said employment is for three (3) years, from July 1, 2024 to June 30, 2027.
- B. Prior to the end of the first year, June 30, 2025, the Board will vote whether to extend this Agreement in accordance with Conn. Gen. Stat. § 10-157 for an additional year, i.e., for a new contract term commencing July 1, 2025 and ending June 30, 2028.
- C. Should the Board vote to extend this contract for a term commencing July 1, 2025 and ending June 30, 2028, the Board will vote prior to the end of the first year of such new term (June 30, 2026) whether to extend this Agreement in accordance with Conn. Gen. Stat. § 10-157 for an additional year, i.e., a new contract term commencing July 1, 2026 and ending June 30, 2029.
- D. Given the Superintendent's significant contributions in the implementation of the regionalization plan and in the organization and operation of Regional School District 20 thereafter, the Board finds that continuity in administrative leadership of the District is of critical importance. Accordingly, should the Board not vote to extend the contract term to include the 2027-2028 school year and/or the 2028-2029 school year, the Board will pay the Superintendent the compensation specified below for such years nonetheless, provided that the Superintendent is willing and capable of serving as Superintendent for the 2027-2028 school year and/or the 2028-2029 school year.

II. COMPENSATION

- A. The Compensation of the Superintendent for each year of this Agreement will consist of two parts.**
- B. The Salary of the Superintendent for each year of this Agreement, will be two hundred and fifty thousand dollars (\$250,000), including the years commencing July 1, 2027 - June 30, 2028 and July 1, 2028 - June 30 2029, should the parties extend this Agreement in accordance with Conn. Gen. Stat § 10-157 and Section I(B) above to include those years.**
- C. The Superintendent will also be eligible to receive deferred compensation in the amount of one-hundred thousand dollars (\$100,000) per year of the contract provided he remains employed in this capacity until at least June 30, 2027. The Board shall not be obligated to make such payment to the Superintendent pursuant to this paragraph in the event that either (1) the Board terminates this Agreement for cause in accordance with Section VI(C) prior to June 30, 2027, or (2) the Superintendent resigns his employment prior to June 30, 2027. Payment for this deferred compensation, if earned as set forth above, will be made at the written request of the Superintendent after June 30, 2027.**
- D. Should the parties agree in accordance with Conn. Gen. Stat. § 10-157 and Section I(B) and Section I(C) above to extend this Agreement to include a new term ending June 30, 2028, and the Superintendent remains in employment through June 30, 2028, the Board agrees to pay the Superintendent deferred compensation in the amount of one hundred thousand dollars (\$100,000) for the 2027-2028 school year. Payment for this deferred compensation, if earned as set forth above, will be made at the written request of the Superintendent after June 30, 2028.**
- E. Should the parties agree in accordance with Conn. Gen. Stat. § 10-157 and Section I(B) and Section I(C) above to extend this Agreement to include a new term ending June 30, 2029, and the Superintendent remains in employment through June 30, 2029, the Board agrees to pay the Superintendent deferred compensation in the amount of one hundred thousand dollars (\$100,000) for the 2028-2029 school year. Payment for this deferred compensation, if earned as set forth above, will be made at the written request of the Superintendent after June 30, 2029.**

III. FRINGE BENEFITS

- A. The Superintendent will accrue eighteen (18) days of vacation for the year at the rate of 1 5 days per month. Vacation days will be scheduled in conjunction with the Board Chair. The Superintendent may carry over no more than five vacation days per year and at no time may have a balance of vacation days exceeding 20 days.
- B. The Superintendent is encouraged to "volunteer coach" for at least one athletic season during the school year. Meetings will be adjusted to accommodate the schedule of the selected sport.
- C. The Board will provide the Superintendent with fifteen paid holidays, in accordance with the school calendar. Holiday entitlement as set forth in this Agreement will be prorated for partial years of service as Superintendent, in accordance with the District's calendar.
- D. The Board will provide the Superintendent with sick leave with full pay up to eighteen (18) days in each year of this agreement. Unused sick leave will accumulate to a maximum of one hundred fifty (150) days.
- E. The Superintendent will be provided with five (5) paid personal days for good and sufficient reasons with the prior approval of the Board Chair in each year of this Agreement. Such leave will be granted at full pay, and will not be deducted from accumulated vacation or sick leave.
- F. The Board will provide medical and dental insurance for the Superintendent and the members of his immediate family during the term of the Agreement, under the high deductible health plan in effect at the commencement of this Agreement. The Board will pay 85% of the premiums for such coverage. The Board will fund 50% of the health savings account for the Superintendent at the family level.
- G. The Board will provide Long Term Disability Income Insurance through a long-term disability plan mutually agreeable to the Board and the Superintendent, with an elimination period of six (6) months, paying sixty percent (60%) of basic monthly earnings as described in paragraph 2(B).
- H. The Board will pay the full cost of the Superintendent maintaining professional association membership, if he chooses, in the Connecticut Association of Public School Superintendents (CAPSS) and the American Association of School Administrators (AASA), the American Association of School Personnel Administrators, the New England Association of School Superintendents (NEASS), and any

other appropriate professional organization as may be designated by the Superintendent, subject to prior approval by the Board Chair.

- I. The Board will provide the Superintendent with all business supplies necessary for the conduct of his position, including but not limited to, a cell phone, a computer. All expenses related to the maintenance of such items shall be administered by the Fiscal Office on a monthly or quarterly basis.

IV. DUTIES

- A. The Superintendent of Schools is the Chief Executive Officer of the Board. In harmony with the policies of the Board of Education and the laws of the State of Connecticut, the Superintendent has executive authority over the school system and the responsibility for its supervision. He has the general authority to act at his discretion, subject to later approval by the Board, upon all emergency matters and those as to which his powers and duties are not expressly limited or are not particularly set forth. He advises the Board on policy and plans that the Board takes under consideration, and he takes the initiative in presenting to the Board policy and planning issues for the Board's attention. Moreover, in accordance with Section 10-151(b) of the Connecticut General Statutes and in view of the performance-based nature of this Agreement, the Superintendent shall have the authority to appoint cabinet level administrators to positions the Board chooses to fill.
- B. The Superintendent will attend all meetings of the full Board and will participate in all Board deliberations, except when matters relating to his own employment are under consideration, which situations shall be controlled by the provisions of the Connecticut Freedom of Information Act, Conn. Gen. Stat. Sec. 1-200 et seq. The Superintendent will also attend all Board committee meetings, but he may, with reasonable notice and justification, appoint a delegate to attend such meetings. The Board will endeavor to avoid scheduling meetings on a Wednesday, Friday, or on the day immediately following a vacation, or holiday.

V. EVALUATION

- A. The Board shall evaluate the performance of the Superintendent annually in accordance with guidelines and criteria mutually determined and agreed to by the Board and the Superintendent. The evaluation format will be reasonably objective and will contain evaluation guidelines for at least the following areas: board superintendent relations, community relations,

personnel relations (evaluations and development of administrators and staff), educational program, business matters, professional leadership and personal qualities. The Board will meet and discuss the evaluation format with the Superintendent in accordance with Connecticut General Statute 10-157, and agree on the development and adoption of evaluation guidelines and criteria.

- B. The Board and the Superintendent agree to mutually establish annual goals and objectives prior to the commencement of each year of this Agreement. Such goals and objectives will be reasonably related to the District's and Superintendent's professional goals and objectives for the year in question.
- C. The Board will meet with the Superintendent to discuss his performance prior to conducting a formal evaluation. Prior to such a meeting, the Superintendent will submit a written summary of his current accomplishments related to goals and objectives and a brief review of what remains to be done. Such meeting(s) shall be held in executive session, unless the Superintendent requests that the meeting(s) be held in open session. The formal evaluation, which may be written, will be based on the discussion of the performance of the Superintendent, prior to each evaluation.

VI. TERMINATION

- A. The parties may, by mutual consent terminate this contract at any time
- B. The Board may terminate this contract of employment during its term for any reason. If this contract is terminated for cause as specified in Section C below, the Board is not obligated to provide any severance pay, including deferred compensation. If terminated without such cause, the Superintendent will be paid the specified deferred compensation and salary for the entirety of the contract.
- C. The Board may terminate the Agreement during its term for cause, for one or more of the following reasons: (1) Inefficiency or incompetence; (2) Insubordination against reasonable rules of the Board; (3) Moral misconduct; (4) Disability as shown by competent medical evidence; (5) Other due and sufficient cause.
- D. In the event the Board seeks to terminate the Agreement for one of the above reasons, it will serve on the Superintendent written notice that termination of his contract is under consideration. Such notice will 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 will be held within twenty (20) days after receipt of such request. The Board will render its decision within fifteen (15) days of such hearing and will send a copy of its decision setting forth the reasons and evidence relied on to the Superintendent. The Board's decision will be based on the evidence presented at the hearing. Such hearing may be in executive or public session, at the option of the Superintendent. The Superintendent will have the right to be represented by his own counsel, at his own expense. Any time limits established herein may be waived by mutual written agreement of the parties.

- E. The Superintendent may terminate this contract provided he has given at least four (4) months written notice to the Board. The Superintendent agrees that, should he resign or retire from his position prior to June 30, 2027, he will reimburse the Board for up to fifty-thousand dollars (\$50,000) for the expenses incurred by the Board in performing an executive search for the Superintendent's replacement.


VII. GENERAL PROVISIONS

- A. 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 or be otherwise permitted by law to serve as Superintendent of Schools, this Agreement shall terminate immediately by its terms.
- B. This contract contains the entire agreement by and between the Board and the Superintendent. It may not be amended orally but may be amended by an agreement in writing signed by both parties which amendment shall thereafter be attached to this document.
- C. If any part of this agreement is invalid, it shall not affect the remainder of said agreement, but said remainder shall be binding and effective against all parties.
- D. This Agreement shall be governed and construed in accordance with the laws of the State of Connecticut, and the parties consent to the exclusive jurisdiction of the appropriate state or federal court in Connecticut.

IN WITNESS WHEREOF, the undersigned have executed this Agreement on the day and year set forth below.



Christopher G. Leone, Superintendent of Schools

3.2.23
Date




Emily M. Cole, Chair, Region 20 Board of Education

Date