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**BOARD OF EDUCATION
Bristol, Connecticut**

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CONTINUING CONTRACT FOR CHIEF OF ACADEMICS AGREEMENT

TOWN AND CITY CLERK
BRISTOL, CT

It is hereby agreed by and between the Bristol Board of Education (hereinafter called the "Board") and Carly Fortin (hereinafter called the "Chief of Academics") that said Board has and does employ the said Carly Fortin as Chief of Academics in Bristol, Connecticut and that said Carly Fortin accepts employment as Chief of Academics in Bristol, Connecticut and that both the Board and the Chief of Academics agree upon the following terms and conditions of employment.

1.0 TERM:

The term of said employment is from July 1, 2024, through June 30, 2027.

2.0 SALARY

The annual salary of the Chief of Academics for 2024-2025 shall be one hundred eighty-seven thousand five hundred fifty-two dollars (\$187,552.00), The annual salary of the Chief of Academics for 2025-26 shall be one hundred ninety-two thousand seven hundred sixty-six dollars (\$192,766.00). The annual salary of the Chief of Academics for 2026-27 shall be one hundred ninety-eight thousand one hundred twenty-five dollars (\$198,125.00). The Chief of Academic's salary shall be payable in equal installments throughout the contract year, in accordance with the procedures governing payment of certified staff members employed by the Board.

3.0 FRINGE BENEFITS:

3.1 The Chief of Academics shall have the right to enroll herself, her spouse and eligible dependents in the High Deductible Health Plan provided to certified administrators employed by the Board at a 22% premium cost share, and in the dental insurance plan as provided to certified administrators employed by the Board. The Board shall fund the applicable HSA deductible amount for the Chief of Academics, in the same manner as applicable to certified administrators employed by the Board.

3.2 Upon retirement, the Chief of Academics may continue the medical insurance listed above at group rates, carrier permitting, at the same employee premium contribution percentage as a majority of school district administrators, until the date on which the Chief of Academics reaches age 65. In order to be eligible for this benefit, the Chief of Academics must actually retire from public education under the provisions of the Connecticut Teachers' Retirement System. If she simply terminates her employment with the Bristol Board of Education and does not actually retire, she is not eligible for this benefit.

3.3 In the event of death of the Chief of Academics during a given fiscal year, the Board shall continue appropriate fringe benefit payments for the month in which the death occurs and two succeeding months. Thereafter, her spouse and/or dependent children may continue the medical insurance listed in 3.1 above at group rates, carrier permitting, at their own expense, until the date on which the deceased Chief of Academics would have reached age 65.

3.4 The Chief of Academics will receive term life insurance, such coverage to be paid by the Board as follows: \$150,000.

3.5 The Board shall provide disability income insurance for the employee up to 60% of salary to a maximum of \$7500 per month, said payments to continue to age 65. The disability coverage shall contain a two-year "own occupation" provision and have a 90-day elimination period. Eligibility for coverage shall be determined by the carrier.

The group rates assume full social security offset.

After the 90-day elimination period, the Board shall pay the balance of the employee's salary to the extent of accumulated sick days if any. Any sick days used will be counted as full sick days.

3.6 Sick Leave: The Chief of Academics shall be entitled to 20 sick days annually, which shall be cumulative to a maximum of 240 days.

3.7 Workers' Compensation - Whenever the Chief of Academics is absent from school as a result of an injury caused by an accident or an assault arising out of and in the course of her employment, which injury is compensable under the Connecticut Workers' Compensation laws, she shall be paid the difference between her full salary and the amount of any Workers' Compensation award for the period of such absence.

Such period shall not exceed the compensable period for Workers Compensation or one calendar year from the date of injury, whichever is the shorter period of time. No part of such absence shall be charged to her annual or accumulated sick leave. For absences for this reason beyond such period, the Chief of Academics shall be entitled to use any remaining sick leave allowance. Any sick days used will be counted as full sick days. The Board shall support the Chief of Academics claims under the Workers' Compensation laws in cases of injury on school premises or in any activity sponsored by or specifically approved by the Board or administration.

In contested cases, the Chief of Academics will receive full pay to the extent of accumulated sick leave pending a final determination of the case, and if she is eventually determined to be eligible for Workers' Compensation benefits, her sick leave account will be restored accordingly, upon assignment to the Board of any payment for retroactive benefits.

Work related injuries and illnesses will be handled through the City's Medical network for Worker's Compensation.

3.8 The Chief of Academics shall be eligible to participate in a plan that satisfies the requirements of Section 457 and 403b of the Internal Revenue Code, as amended, to which annual deferrals may be made to her account or annuity contract in the plan.

3.9 The Chief of Academics may use up to ten (10) paid personal professional days to participate in professional development and professional consultation engagements each year of the term of the employment contract, said personal professional are in addition to all paid leave noted in the contract of employment.

4.0 VACATION DAYS:

4.1 The Chief of Academics shall receive 22 vacation days annually, exclusive of legal holidays.

4.2 For purposes of 4.1, holidays shall be defined as New Year's Day, Martin Luther King Day, Presidents' Day, Good Friday, Memorial Day, Juneteenth Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Friday after Thanksgiving, the day before Christmas and Christmas Day plus one floating holiday and all holidays applicable to certified administrators. When a holiday falls on a weekend an additional floating holiday will be added for that year.

4.3 The Chief of Academics may request payment for up to four (4) unused vacation days at the end of each fiscal year. Requests for payment of unused vacation days must be submitted by June 30 of each year.

5.0 CONFERENCE EXPENSES:

The Board agrees to reimburse the Chief of Academics, upon submission of appropriate documentation, for conference expenses incurred in the performance of her duties under this Agreement, and approved by the Superintendent, and agrees that a reasonable reimbursement amount for such expenses is up to \$2500 per year.

6.0 DOCTORAL STUDY

The Board agrees to reimburse the Chief of Academics, upon submission of appropriate documentation following course completion, for fifty percent of course tuition incurred toward the completion of a doctoral degree in the area of education leadership, under this Agreement, and approved by the Superintendent, for no more than 18 credits per year.

7.0 TERMINATION:

7.1 This contract may be terminated by mutual consent at any time.

7.2 The Chief of Academics may resign for good reason by submitting written notice at least 90 calendar days (or a lesser number of days by mutual agreement by both parties) prior to the effective date thereof.

7.3 Discharge for Cause.

The Board may at any time suspend and/or discharge the Chief of Academics for the following reasons: 1) inefficiency or incompetence, 2) insubordination against reasonable requirements of the Board, 3) moral misconduct, 4) disability, as shown by competent medical evidence, or 5) other due and sufficient cause.

7.3.2 Prior to termination of contract notice of discharge for cause shall be given in writing.

7.3.3 The Chief of Academics shall be provided a written decision and supporting rationale for termination.

8.0 PROTECTION AND INDEMNIFICATION:

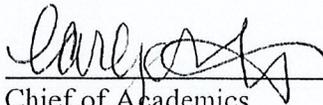
The Board agrees, as a further condition of this employment contract, that in accordance with and subject to the limitations of Section 10-235 of the Connecticut General Statutes, it shall defend, hold harmless, and indemnify the Chief of Academics from any and all demands, claims, suits, actions, and legal proceedings brought against the Chief of Academics in her individual capacity, or in her official capacity as agent and employee of the Board, provided the event or condition on which the claim is based arose within the scope of her employment, and provided further that should a court of competent jurisdiction determine that the Chief of Academics acted willfully, recklessly, maliciously or wantonly, then the Chief of Academics shall be required to reimburse the Board for any expenditure made in her defense under these provisions.

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. Commencing upon signing, it superseded all prior agreements between the parties.

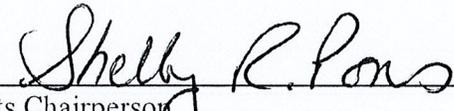
IN WITNESS WHEREOF, the undersigned have executed this contract this 25 day of July 2024.

SIGNED:

BOARD OF EDUCATION OF BRISTOL



Chief of Academics



Its Chairperson