

**BRISTOL PUBLIC SCHOOLS
EMPLOYMENT AGREEMENT
CHIEF OF TALENT MANAGEMENT
2025 - 2028**

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TOWN AND CITY CLERK
BRISTOL, CT

THE BRISTOL BOARD OF EDUCATION (hereinafter the "Board") agrees to employ **JOSEPH GRABOWSKI** (hereinafter the "Chief of Talent Management") as its Chief of Talent Management, and **JOSEPH GRABOWSKI** hereby agrees to serve in such capacity, all in accordance with the provisions of this Agreement.

1. TERM

Subject to the provisions of Section 8 (Termination), this Agreement shall be effective from June 20, 2025 and shall remain in effect through and including June 30, 2028.

Prior to June 30, 2027, the Board shall vote regarding whether the Board wishes to extend the term of this Agreement beyond June 30, 2028. No later than January 1, 2028, the Chief of Talent Management shall notify the Board regarding the provisions of this contract.

Anything in this paragraph to the contrary notwithstanding, the provisions of Section 8 (Termination) shall take precedence, and the employment of the Chief of Talent Management may be terminated under the provisions of such section at any time during the term of this Agreement.

2. CERTIFICATION

During the term of this Agreement, the Chief of Talent Management shall maintain Connecticut State Department of Education certification as an Intermediate Administrator or Supervisor (endorsement 092). Failure to provide such certification to the Board shall make this Agreement null and void. Should such certification terminate and the Chief of Talent Management not otherwise hold valid certification to serve as Chief of Talent Management, this Agreement shall terminate immediately by its terms.

3. DUTIES

Under the direction and supervision of the Superintendent of Schools, the Chief of Talent Management shall have those duties set forth in the job description for the position of Chief of Talent Management, and such other duties as the Superintendent may from time to time assign to the Chief of Talent Management. The work year for the Chief of Talent Management shall be twelve (12) months.

4. SALARY

As used in this Agreement, the terms "year" and "contract year" shall be defined as the fiscal year, which begins on July 1 and ends on June 30. The base annual salary for the Chief of Talent Management shall be pro-rated for any partial year of service as Chief of Talent

Management. The Chief of Talent Management base salary for the 2025 - 2026 contract year shall be One Hundred Eighty Three Thousand Six Hundred and Six Dollars (\$183,606). Thereafter, through the duration of this agreement, the salary rate for the Chief of Talent Management will increase by 2.5% for the 2026-2027 contract year and by 2.5% in the 2027-2028 contract year. The annual salary shall be paid in installments in accordance with the Board's regular payroll periods.

5. BENEFITS

- A. Pro-ration of Benefits: All vacation, leave time, and other benefits shall be pro-rated for any partial year of service as Chief of Talent Management.
- B. Sick Leave: The Board shall credit the Chief of Talent Management with twenty (20) sick days annually, cumulative to a maximum of two hundred forty (240) days. The Chief of Talent Management shall not be paid or reimbursed for unused sick leave.
- C. Vacation: The Chief of Talent Management shall be entitled to twenty-two (22) vacation days annually, exclusive of the following holidays: New Year's Day; Martin Luther King, Jr. Day; Presidents' Day; Good Friday; Memorial Day; Juneteenth Day; Independence Day; Labor Day; Columbus Day; Veterans' Day; Thanksgiving Day; the Friday after Thanksgiving, the day before Christmas; Christmas Day; one floating holiday; and all holidays applicable to certified administrators. When a holiday falls on a weekend, an additional floating holiday shall be added for that year. The Chief of Talent Management 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.
- D. Health and Dental Insurance: The Chief of Talent Management shall have the right to enroll himself, his spouse, and his eligible dependents in the High Deductible Health Plan (HDHP) provided to certified administrators employed by the Board, and in the dental insurance plan provided to certified administrators employed by the Board. The Chief of Talent Management shall pay twenty-two percent (22%) of the respective applicable premium costs. The Board shall fund the applicable Health Savings Account (HSA) deduction amount for the Chief of Talent Management in the same manner as applicable to certified administrators employed by the Board.

Upon retirement, the Chief of Talent Management 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 Talent Management reaches age sixty-five (65). In order to be eligible for this benefit, the Chief of Talent Management must actually retire from public education under the provisions of the Connecticut Teachers' Retirement System. If he simply terminates his employment with the Board and does not actually retire, he is not eligible for this benefit.

In the event of the death of the Chief of Talent Management during a given fiscal year, the Board shall continue appropriate fringe benefit payments for the month in which the death occurs and two (2) succeeding months. Thereafter, his spouse and/or dependent children may continue the medical insurance listed in this Section at group rates, carrier permitting, at their own expense, until the date on which the deceased Chief of Talent Management would have reached age sixty-five (65).

- E. Life Insurance: The Board shall provide and pay for term life insurance for the Chief of Talent Management during the term of this Agreement in the amount of One Hundred Fifty Thousand Dollars (\$150,000).
- F. Disability Insurance: The Board shall provide disability income insurance to the Chief of Talent Management for up to sixty percent (60%) of his salary, to a maximum amount of Seven Thousand Five Hundred Dollars (\$7,500) per month, said payments to continue to age sixty-five (65). The disability coverage shall contain a two-year "own occupation" provision and shall have a ninety (90) day elimination period. Eligibility for coverage shall be determined by the carrier. The group rates assume full Social Security offset. After the ninety (90) day elimination period, the Board shall pay the balance of the employee's salary to the extent of his accumulated sick days, if any. Any sick days used shall be counted as full sick days.
- G. Workers' Compensation: Whenever the Chief of Talent Management is absent from work as a result of an injury caused by an accident or an assault arising out of and in the course of his employment, which injury is compensable under the Connecticut Workers' Compensation laws, he shall be paid the difference between his 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 (1) calendar year from the date of injury, whichever is the shorter period of time. No part of such absence shall be charged to his annual or accumulated sick leave. For absences for this reason beyond such period, the Chief of Talent Management shall be entitled to use any remaining sick leave allowance. Any sick days used shall be counted as full sick days. The Board shall support the claims made by the Chief of Talent Management 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 Talent Management shall receive full pay to the extent of accumulated sick leave pending a final determination of the case and, if he is eventually determined to be eligible for Workers' Compensation benefits, his sick leave account shall be restored accordingly, upon assignment to the Board of any payment for retroactive benefits.

Work-related injuries and illnesses shall be handled through the City's medical network for Workers' Compensation.

H. Insurance Benefits – General Provisions: Participation in any of the insurance plans described in this Agreement shall be subject to the eligibility requirements of the carrier(s). The Board reserves the right to change the specific insurance plan(s) or carrier(s) for such insurance coverage at any time during the term of this Agreement.

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

6. TUITION REIMBURSEMENT:

The board agrees to reimburse the Chief of Talent Management, upon submission of appropriate documentation, for 50% of the total tuition cost per course under the following provisions:

- A. Such expenses as registration fees, mileage, text etcetera are not included.
- B. Such reimbursement shall be limited to a maximum reimbursement for six (6) courses per contractual year.
- C. Requests for reimbursement shall be made in writing prior to July 1, accompanied by official transcript of courses completed.

7. PROFESSIONAL DEVELOPMENT

The Board encourages the Chief of Talent Management to continue his professional development and expects him to participate in relevant learning experiences. Subject to budgeted appropriations and prior approval by the Superintendent, the Board may provide reimbursement for reasonable expenses for professional development activities related to the performance of his duties as Chief of Talent Management.

8. EVALUATION

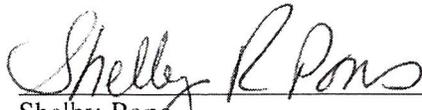
The Superintendent, in accordance with the Connecticut Educator Evaluation and Support Plan, shall evaluate the Chief of Talent Management.

9. TERMINATION

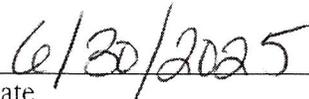
- A. This Agreement shall be subject to the provisions of Section 10-151 of the Connecticut General Statutes. Accordingly, the employment of the Chief of Talent Management may be non-renewed or terminated at any time during the term of this Agreement, in accordance with the provisions of Conn. Gen. Stat. § 10-151.
- B. This Agreement may be terminated without cause by mutual consent at any time during the term of the Agreement.
- C. The Chief of Talent Management may terminate this agreement by giving sixty (60) days' written notice to the Superintendent.

10. GENERAL PROVISIONS

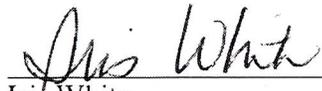
- A. If any of the provisions, terms, or clauses of this Agreement are determined to be illegal, unenforceable, or ineffective in a legal forum or by operation of law, those provisions, terms, and clauses shall be deemed severable, such that all other provisions, terms, and clauses of this Agreement shall remain valid and binding upon both parties.
- B. This Agreement 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 the effective date, this Agreement supersedes any and all prior agreements between the parties.
- C. This Agreement shall be construed under the laws of the State of Connecticut.



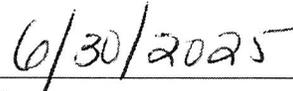
Shelby Pons
Board of Education Chair



Date



Iris White
Superintendent of Schools



Date



Joseph Grabowski
Chief of Talent Management



Date