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**BRISTOL PUBLIC SCHOOLS
EMPLOYMENT AGREEMENT
DIRECTOR OF FINANCE**

2025 OCT -6 PM 12:48
TOWN AND CITY CLERK
BRISTOL, CT

THE BRISTOL BOARD OF EDUCATION (hereinafter the "Board") agrees to employ **JODI BOND** (hereinafter the "Director of Finance") as its Director of Finance, and **JODI BOND** 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 September 10, 2025 and shall remain in effect through and including June 30, 2028.

Prior to June 30, 2028, 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 Director of Finance 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 Director of Finance 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 Director of Finance shall maintain Connecticut State Department of Education certification as a School Business Administrator (endorsement 085). Failure to provide such certification to the Board shall make this Agreement null and void. Should such certification terminate and the Director of Finance not otherwise hold valid certification to serve as Director of Finance this Agreement shall terminate immediately by its terms.

3. DUTIES

Under the direction and supervision of the Superintendent of Schools, the Director of Finance shall have those duties set forth in the job description for the position of Director of Finance and such other duties as the Superintendent may from time to time assign to the Director of Finance. The work year for the Director of Finance 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 Director of Finance shall be pro-rated for any partial year of service as Director of Finance. The base annual salary rate for the Director of Finance shall be One Hundred Seventy-Five Thousand Dollars (\$175,000). Such base annual salary shall be paid in installments in accordance with the Board's regular payroll periods. The annual salary of the Director of Finance for 2026-27

shall be one hundred eighty thousand (\$180,000). The annual salary of the Director of Finance for 2027-28 shall be one hundred eighty-five thousand (\$185,000).

The Director of Finance shall also receive an additional sum of Two Thousand Dollars (\$2,000) paid in equal bi-weekly payments, as to which amount she will arrange to have an elective deferral deducted from her salary on a pre-tax basis as permitted under Internal Revenue Code Section 403(b), as amended, and then contributed toward the purchase of a 403(b) annuity with a tax sheltered annuity company of the Board's choice and/or into a 403(b)(7) custodial account of the Board's choice under the 403(b) plan available to Board employees in accordance with Section 403(b) of the Code.

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 Director of Finance.
- B. Sick Leave: The Board shall credit the Director of Finance with twenty (20) sick days annually, cumulative to a maximum of two hundred forty (240) days. Such sick days shall be credited to the Director of Finance at the beginning of each contract year. The Director of Finance shall not be paid or reimbursed for unused sick leave.
- C. Vacation: The Director of Finance shall be entitled to twenty-two (22) vacation days annually, exclusive of legal holidays as observed in the school calendar. Such vacation days may not be carried over to the succeeding year without prior approval from the Superintendent.
- D. Personal Leave: The Director of Finance shall be entitled to five (5) personal days annually.
- E. Holidays: The Director of Finance shall be entitled to all holidays recognized on the Board calendar.
- F. Health and Dental Insurance: Medical coverage is provided as an in-network and out of network coinsurance plan. The employee is required to meet a deductible and then pay a 20% co-insurance up to an out of pocket maximum, after which the plan pays at 100%. Dental coverage is provided as a co-insurance benefit plan and includes riders A, B, C, D. The plan pays 80% of basic benefits. The Board shall provide dental coverage for the Director of Finance, her spouse, and children up to the age of 25.
- G. Life Insurance: The Director of Finance will receive term life insurance, such coverage to be paid by the Board as follows: \$150,000.
- 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. Long-term disability income protection policy with benefits to become effective after one hundred eighty (180) days of absence from work at rates of sixty (60%) percent of salary per month to a maximum of \$7,500 per month effective until age sixty-five (65). This description is intended only as a summary of certain aspects of said policy and it is agreed that disability requirements and benefits levels under said policy shall be determined in accordance with the provisions of the master insurance policy in effect. The Board shall pay to the Director of Finance as an addition to base pay, an amount equal to the premium cost and the Director of Finance shall pay, by way of salary reduction, the premium for such disability insurance to the carrier.
- J. In the event of the death of the Director of Finance during a given fiscal year, the Board shall continue appropriate fringe benefits payments for this month in which the death occurs and two succeeding months. Thereafter, her spouse and/or dependent children may continue the medical insurance through COBRA at their own expense.

6. PROFESSIONAL DEVELOPMENT

The Board encourages the Director of Finance to continue her professional development and expects her to participate in relevant learning experiences. Subject to budgeted appropriations and prior approval by the Superintendent, the Board shall provide reimbursement for reasonable expenses for professional development activities related to the performance of her duties as Director of Finance.

7. EVALUATION

The Superintendent shall evaluate the Director of Finance, in writing, on an annual basis.

8. TERMINATION

- A. The Board may terminate this Agreement during its term for good cause.
- B. This Agreement may be terminated without cause by mutual consent at any time during the term of the Agreement.
- C. The Director of Finance may terminate this agreement by giving sixty (60) days' written notice to the Superintendent.

9. 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.



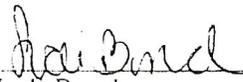
Shelby Pons
Board of Education Chair

Date 10/1/25



Iris White
Superintendent of Schools

Date 9/29/25



Jodi Bond
Director of Finance

Date 9/29/25