

**EMPLOYMENT CONTRACT BETWEEN
DIRECTOR OF FACILITIES AND
THE MIDDLETOWN BOARD OF EDUCATION
MIDDLETOWN PUBLIC SCHOOLS**

This Employment Contract made and entered into this day of December, 2021, by and between the Middletown Board of Education of the Middletown Public Schools of Middletown, Connecticut, hereinafter referred to as DISTRICT, acting herein by Dr. Alberto Vázquez Matos, Acting Superintendent of Schools and Kevin W. Dion, hereinafter referred to as DIRECTOR OF FACILITIES (hereinafter referred to as "DIRECTOR").

This is an at-will employee position which may be terminated at any time, without cause.

I. TERM

The DISTRICT, in consideration of the promises herein contained, hereby agrees to employ Kevin Dion, and Kevin Dion hereby accepts employment as DIRECTOR OF FACILITIES for an initial term commencing Jan 3, 2022 and ending June 30, 2023.

At least three (3) months prior to June 30, 2022 or any other expiration date extended pursuant to the terms of this contract, the Superintendent of Schools may extend the contract, at least one (1) additional year on mutually agreeable terms.

II. COMPENSATION- Compensation shall be based upon a 12-month work year (261 days work year).

- 1) **Annual Base Salary:** The DISTRICT shall pay the DIRECTOR an annual base salary which shall consist of a salary at the following rate:

2021-2022 - \$130,000, prorated for the actual start date
2022-2023 - \$133,900

- 2) **Elective Deferred Annuity:** An elective deferred annuity shall be paid in the sum of \$10,000 per school year for the duration of this contract. Said amount shall be paid to DIRECTOR in accordance with the paycheck payment schedule in effect for other certified employees or in some other way mutually agreed to by both parties. Such compensation shall be based upon 261 work days.

IV. WORK YEAR/PAYMENT SCHEDULE

Payments will be made bi-weekly, subject to required deductions for state and federal taxes and applicable deductions authorized by the employee or required by law.

V. FRINGE BENEFITS

- a. The DIRECTOR shall receive the same health insurance coverage and pay the same cost share as the Teachers per the Middletown Federation of Teachers (MFT) contract. The Board reserves the right to change the insurance carrier any time, provided equivalent coverage is provided.
- c. The DIRECTOR shall be entitled to twenty (20) paid vacation days annually. The vacation shall be approved in advance by the CHIEF OF OPERATIONS or his designee. Vacation days must be used during the assigned work year or forfeited on June 30th of the contract year. If vacation days are unused, the DIRECTOR may

request in writing/email, payment of 25% of unused vacation days in the final two (2) weeks of a fiscal year. The request must be made to the Superintendent of Schools and must be reasonably granted barring unforeseen fiscal or operational considerations.

- e. The DIRECTOR shall have fifteen (15) days of paid sick leave per year cumulative to a maximum of 210 days. If accumulated sick days are unused, the DIRECTOR may request in writing/email, payment of 10% of unused accumulated sick days upon resignation, retirement, death or other termination of employment. The request must be made to the Superintendent of Schools and must be reasonably granted barring unforeseen fiscal or operational considerations.
- f. The DIRECTOR shall be entitled to paid holidays which the Middletown Board of Education follows as outlined by the City of Middletown.
- g. Three (3) paid personal days will be afforded the DIRECTOR per year. These days may be used for personal business which cannot be conducted except on a school day; and must be approved by the Superintendent. Reasons for the leave will be identified in general terms. Except in cases of emergencies, personal day notification shall be given to the CHIEF OF OPERATIONS at least forty-eight (48) hours in advance. Personal days must be used during the assigned work year or forfeited on June 30th of the contract year.
- h. The DIRECTOR shall be entitled to a total of three (3) days on each occurrence, for bereavement of DIRECTOR's loss of his or her immediate family. An additional two (2) days of bereavement leave may be granted by the Superintendent of Schools on each occurrence.
- i. In lieu of mileage reimbursement, as part of an IRS non-accountable plan, the DIRECTOR shall receive \$6,000 travel allowance paid bi-annually (August and January) subject to state and federal taxes or DIRECTOR shall be provided a district owned vehicle for business use. Such mileage shall be pro-rated for the start date of JAN. 3RD, 2022

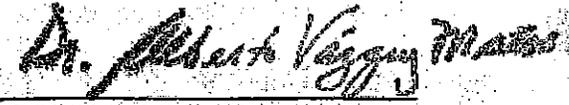
IN WITNESS WHEREOF, BOARD has caused this Employment Contract to be executed on its behalf by, Dr. Alberto Vázquez Matos, Acting Superintendent of Schools, Middletown Board of Education, duly authorized on this the ____ day of December, 2021 and has executed this Employment Contract on this the ____ day of December, 2021.

DIRECTOR OF FACILITIES



Kevin W. Dion

MIDDLETOWN BOARD OF EDUCATION

By: 

Dr. Alberto Vázquez Matos,
Acting Superintendent of Schools

Date

12/3/21

Date

12/6/21