

**EMPLOYMENT CONTRACT BETWEEN  
ASSISTANT SUPERINTENDENT OF TEACHING AND LEARNING  
AND  
THE MIDDLETOWN BOARD OF EDUCATION  
MIDDLETOWN PUBLIC SCHOOLS**

On this 22 day of May 2024, it is hereby agreed by and between the Middletown Board of Education (hereinafter "the Board"), acting through its Superintendent Dr. Alberto Vázquez Matos, and Stacey McCann (hereinafter "Assistant Superintendent"), that the Board hereby employs Stacey McCann as Assistant Superintendent of Curriculum and Instruction for the Middletown Public Schools upon the terms and conditions hereinafter set forth.

**I. CERTIFICATION**

This Agreement shall be effective on the date of execution by both the Assistant Superintendent and the Superintendent, subject to and contingent on the Assistant Superintendent possessing and presenting to the Board a valid administrative and supervisory (092) certificate issued by the State of Connecticut enabling her to serve as Assistant Superintendent. Failure to provide said certificate shall make this Agreement null and void. Should any such certification terminate, this Agreement shall terminate accordingly by its terms.

**II. DUTIES**

The position of the Assistant Superintendent is a full-time, twelve-month position. The duties of the Assistant Superintendent shall be those set forth in the Job Description for the position and otherwise as determined by the Superintendent.

**III. TERM**

The term of employment of the Assistant Superintendent employment shall be for the period from July 1, 2024 through June 30, 2027. On or before May 1, 2027, the Superintendent shall inform the Assistant Superintendent in writing whether the Superintendent will be recommending an extension of this contract. Notwithstanding the foregoing, this contract is subject to termination in accordance with Section VI. On or before April 1, 2027, the Assistant Superintendent shall present the Superintendent with this clause.

#### IV. COMPENSATION

The salary of the Assistant Superintendent shall consist of a salary at the following rate:

2024-2025	\$190,674.00
2025-2026	\$198,300.00
2026-2027	\$206,232.00

Extended Years: To be negotiated by the parties hereto based on market conditions and/or other BOARD employee contracts but in no event less than the most recent base pay.

In addition, an elective deferred annuity shall be paid in the sum of \$13,000 per school year for the duration of this contract. Said amount shall also be paid to Assistant Superintendent in accordance with the paycheck payment schedule in effect for other certified employees or in some other way mutually agreed to by both parties.

#### V. FRINGE BENEFITS

- A. The Assistant Superintendent shall receive the same health insurance coverage and pay the same cost share as Administrators per the Middletown Public School Administrator contract.
- B. The Board reserves the right to change the insurance carrier any time, provided equivalent coverage is provided.
- C. Subject to any eligibility requirements of the insurance carrier, the Board shall provide the Assistant Superintendent with paid term life insurance equal to two times annual salary.
- D. The Assistant Superintendent shall be entitled to twenty-five (25) paid vacation days annually. The vacation shall be approved in advance by the Superintendent of Schools or designee. Unused vacation days up to five (5) days may be carried over each year. Effective June 30<sup>th</sup> of each contract year; the Assistant Superintendent shall be compensated at the per diem rate for up to five (5) days of unused vacation days not carried over and not paid for in accordance with this contract. The request must be made to the Superintendent of Schools and must be reasonably granted barring unforeseen fiscal or operational considerations.
- E. The Assistant Superintendent shall have twenty (20) days of paid sick leave per year cumulative to a maximum of two hundred and ten (210) days. If accumulated sick days are unused, the Assistant Superintendent 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 Assistant Superintendent shall be entitled to paid holidays which are approved by the Middletown Board of Education.
- G. Three (3) paid personal days will be afforded the Assistant Superintendent 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 Superintendent of Schools at least forty-eight (48) hours in advance. Personal days must be used during the assigned work year or forfeited on June 30<sup>th</sup> of the contract year.

- H. The Assistant Superintendent shall be entitled to a total of three (3) days on each occurrence, for bereavement of Assistant Superintendent loss of her immediate family. An additional two (2) days of bereavement leave may be granted by the Superintendent of Schools on each occurrence.
- I. The Board shall provide, at no cost to the Assistant Superintendent, a long term disability policy, the full premium cost of which shall not exceed one-half of one percent (.5%) of bargaining unit payroll.
- J. In addition, the Assistant Superintendent shall be entitled to purchase through the Board, at her own expense, additional group life insurance coverage up to two (2) times the Assistant Superintendent salary.
- K. The Assistant Superintendent shall receive a stipend of \$3,000 for an earned doctorate degree.

## **VI. TERMINATION**

- A. This Agreement may terminate by mutual agreement in writing at any time.
- B. This Agreement may terminate in accordance with its terms if it is not extended or if the Assistant Superintendent no longer possesses valid certification for the position.
- C. The Assistant Superintendent may terminate this Agreement by submitting her resignation in writing to the Superintendent with no less than sixty (60) calendar days' advance notice prior to the effective date of the resignation.
- D. This contract may be terminated by the Board of Education during its term pursuant to the provisions of Connecticut General State Statutes, Section 10-151.

## **VII. SAVINGS CLAUSE**

Should any clause, sentence, provision, paragraph or part of this contract for any reason whatsoever, be adjudged by any court of competent jurisdiction, or be held by any other competent governmental authority having jurisdiction (and that is not a party to this contract), to be invalid, unenforceable, or illegal, such judgment or holding shall not affect, impair, or invalidate the remainder of this contract, but shall be confined in its operation to the specific clause, sentence, provision, paragraph, or part of this contract directly involved, and the remainder of this Agreement, to the extent possible, shall remain in full force and effect. Moreover and accordingly, the parties hereto shall use best efforts to revise this contract to impact its purpose in such a way that it will be as acceptable to both parties as possible.

## **VIII. MISCELLANEOUS**

### **A. Evaluation**

The Superintendent shall evaluate the Assistant Superintendent in writing at least annually. Such evaluation shall be based on the evaluation procedures of the administrator evaluation and support plan developed in accordance with Conn. Gen. Stat.

§ 10-151b, as the Superintendent may modify such evaluation and support plan in consultation with the Assistant Superintendent to address the specific responsibilities of the Assistant Superintendent.

**B. Outside Activities**

The Assistant Superintendent may undertake limited consultative work, speaking engagements, writing, lecturing or other professional duties and obligations, including but not limited to teaching, provided such activities do not interfere with the meeting of her responsibilities as Assistant Superintendent. When such activities provide remuneration, the Assistant Superintendent shall obtain permission from the Superintendent in advance.

**C. Amendment**

This Agreement incorporates the entire understanding of the parties hereto and supersedes any and all agreements reached by the parties prior to the execution of this Agreement, whether oral or written.

No change or modification of this Agreement shall be valid unless it is in writing and executed by all parties to this Agreement.

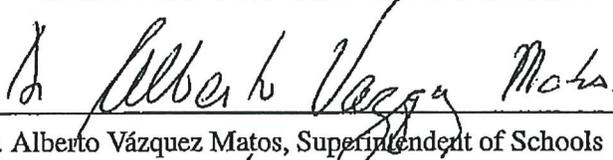
In witness whereof, the parties have set their hands this 22 day of May, 2024

**ASSISTANT SUPERINTENDENT**

  
\_\_\_\_\_  
Stacey McCann

Date 5/22/24

**MIDDLETOWN BOARD OF EDUCATION**

  
\_\_\_\_\_  
By: Dr. Alberto Vázquez Matos, Superintendent of Schools

Date 5/22/24