

**EMPLOYMENT CONTRACT BETWEEN
Chief of School Operations & Communications
AND THE
MIDDLETOWN BOARD OF EDUCATION
MIDDLETOWN PUBLIC SCHOOLS**

This Employment Contract made and entered into this 23rd day of July 2019, by and between the Middletown Board of Education of the Middletown Public Schools of Middletown, Connecticut, hereinafter referred to as DISTRICT or BOARD, acting herein by Dr. Michael T. Conner, Superintendent of Schools and Marco Gaylord, hereinafter referred to as CHIEF OF SCHOOL OPERATIONS & COMMUNICATIONS.

I. TERM

DISTRICT, in consideration of the promises herein contained, hereby agrees to employ Marco Gaylord, and Marco Gaylord hereby accepts employment as CHIEF OF SCHOOL OPERATIONS & COMMUNICATIONS for a term commencing **August 1, 2019 and ending June 30, 2022.**

II. PROFESSIONAL CERTIFICATION AND RESPONSIBILITIES

The CHIEF OF SCHOOL OPERATIONS & COMMUNICATIONS shall hold a valid 092 Administrator Certificate issued by the Connecticut Department of Education. The job description shall be as attached.

III. COMPENSATION.

The DISTRICT shall pay CHIEF OF SCHOOL OPERATIONS & COMMUNICATIONS an annual base salary which shall consist of a salary at the following rate:

2019-2020 \$168,000 pro-rated with a start date of August 1, 2019

2020-2021 \$172,385

2021-2022 \$176,367*

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 CHIEF OF SCHOOL OPERATIONS & COMMUNICATIONS 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 224 work days.

IV. WORK YEAR

Annual work year will be 224 days, inclusive of paid vacation days and paid holidays.

V. FRINGE BENEFITS

- a. The CHIEF OF SCHOOL OPERATIONS & COMMUNICATIONS shall receive the same health insurance coverage and pay the same cost share as Administrators per the Middletown Public School Administrator association 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 DISTRICT shall provide the CHIEF OF SCHOOL OPERATIONS & COMMUNICATIONS with paid term life insurance equal to annual salary.
- d. The CHIEF OF SCHOOL OPERATIONS & COMMUNICATIONS shall be entitled to twenty (20) vacation days annually.
- e. The CHIEF OF SCHOOL OPERATIONS & COMMUNICATIONS shall have fifteen (15) days of sick leave per year cumulative to a maximum of 210 days. There shall be no

compensation for unused accumulated sick days upon resignation, retirement, death or other termination of employment.

- f. The CHIEF OF SCHOOL OPERATIONS & COMMUNICATIONS shall be entitled to paid holidays which the Middletown Board of Education follows as outlined by the City of Middletown.
- g. Three (3) personal days will be afforded the CHIEF OF SCHOOL OPERATIONS & COMMUNICATIONS 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 at least forty-eight (48) hours in advance.
- h. The Board of Education shall provide, at no cost to the Administrator, a long term disability policy, the full premium cost of which shall not exceed one-half of one percent (.5%) of bargaining unit payroll.
- i. In addition, the CHIEF OF SCHOOL OPERATIONS & COMMUNICATIONS shall be entitled to purchase through the Board, at his own expense, additional group life insurance coverage up to two (2) times the CHIEF OF SCHOOL OPERATIONS & COMMUNICATIONS salary.
- j. CHIEF OF SCHOOL OPERATIONS & COMMUNICATIONS shall be provided with a district vehicle to be used in execution of his duties as the CHIEF OF SCHOOL OPERATIONS.

VI. TERMINATION

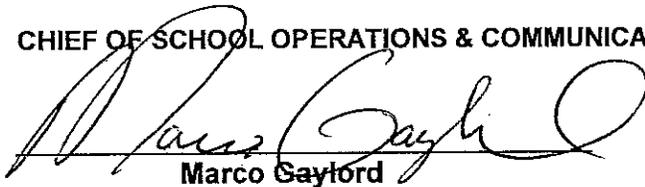
- a. This agreement may be terminated by mutual consent at any time, without cause. The CHIEF OF SCHOOL OPERATIONS & COMMUNICATIONS may terminate this Agreement provided written notification has been given forty-five (45) days prior to termination date.
- b. This contract may be terminated by the Board during its term pursuant to the provisions of Connecticut General State Statutes, Section 10-151.

VII. SAVINGS CLAUSE

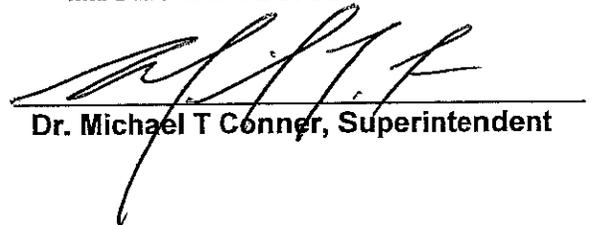
If, during the term of this contract, it is found that a specific clause of this contract is illegal, the remainder of the contract shall remain in force.

IN WITNESS WHEREOF, BOARD has caused this Employment Contract to be executed on its behalf by, Dr. Michael T Conner, Superintendent of Schools, Middletown Board of Education, duly authorized on this the 15th day of July 2019, and has executed this Employment Contract on this the 15th day of July 2019.

CHIEF OF SCHOOL OPERATIONS & COMMUNICATIONS


Marco Gayford

MIDDLETOWN BOARD OF EDUCATION


Dr. Michael T Conner, Superintendent

Date 8/19/19

Date 8/15/2019