

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

This Employment Contract made and entered into this day of July, 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. Michael T. Conner, Superintendent of Schools and Natalie Forbes hereinafter referred to as DIRECTOR OF INNOVATION AND GRANTS (hereinafter "DIRECTOR")

I. *TERM*

The DISTRICT, in consideration of the promises herein contained, hereby agrees to employ Natalie Forbes, and Natalie Forbes hereby accepts employment as DIRECTOR OF INNOVATION AND GRANTS for an initial term commencing July 1, 2021 and ending June 30, 2025.

The DIRECTOR and the DISTRICT agree that they shall adhere to the following procedures to extend the employment under the contract for an additional period of time. At least six (6) months prior to the end of each fiscal year or any other expiration date extended pursuant to the terms of this contract, the DISTRICT may extend the then then expiration date of the agreement for a minimum of one additional year on mutually agreeable terms. In the event the DISTRICT decides not to extend the term of the then existing agreement, then the DISTRICT shall pay the DIRECTOR the equivalent of the sum of one year of base pay on or before the expiration date of the then applicable term. Nothing herein however shall prevent the DISTRICT from considering an extension of the term of the then existing contract at times other than those specific times referenced above in this Section I.

II. *COMPENSATION*-Compensation shall be based upon a 12-month work year.

The DISTRICT shall increase the DIRECTOR's annual base salary at the following rate:

2021-2022	3% effective July 1, 2021 (salary increase shall be retroactive to July 1, 2021).
2022-2023	3% effective July 1, 2022
2023-2024	3% effective July 1, 2023
2024-2025	3% effective July 1, 2024

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

- 1) **Elective Deferred Annuity:** An elective deferred annuity shall be paid in the sum of \$15,000 for the 2021-22 School Year and \$20,000 for each subsequent year. 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 on a 12-month work year.

IV. *WORK YEAR/PAYMENT SCHEDULE*

Annual work year will be 12 months, inclusive of paid vacation days and paid holidays.

V. *FRINGE BENEFITS*

- a. The DIRECTOR shall receive the same health, dental and life insurance coverage and pay the same cost share as the Teachers per the Middletown Federation of Teachers (MFT) contract.

- b. 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-five (25) paid vacation days annually, and unused vacation days up to five (5) days may be carried over each 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. No more than five (5) days or 25% of remaining vacation days at the end of DIRECTOR's employment shall be paid the employee, whichever is greater.
- 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. Five (5) 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 ADMINISTRATION 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. The DIRECTOR shall be paid a mileage stipend of \$1,000 per year made payable in two equal installments on July and January of each contract year.
- j. The Board of Education shall provide, at no cost to the DIRECTOR, a long term disability policy, the full premium cost of which shall not exceed one-half of one percent (.5%) of bargaining unit payroll.
- k. In addition, the DIRECTOR shall be entitled to purchase through the Board, at her own expense, additional group life insurance coverage up to two (2) times the DIRECTOR's salary.

VI. **TERMINATION**

This agreement may be terminated by mutual consent at any time without cause. The DIRECTOR may terminate this Agreement provided written notification has been given forty-five (45) days prior to termination date.


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.

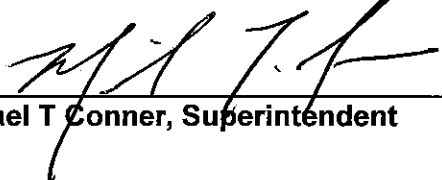
IN WITNESS WHEREOF, BOARD has caused this Employment Contract to be executed on its behalf by, Dr. Michael T Conner, Superintendent of Schools, Middletown Board of Education, duly authorized on this the ____ day of August, 2021 and has executed this Employment Contract on this the ____ day of August, 2021.

DIRECTOR OF INNOVATION AND GRANTS



Natalie Forbes

MIDDLETOWN BOARD OF EDUCATION

By: 

Dr. Michael T Conner, Superintendent

Date 8-11-2021

Date 8/11/2021