

PROFESSIONAL AGREEMENT
Finance Director

PREAMBLE

- A. THIS AGREEMENT IS MADE AND ENTERED INTO this 12th day of January 2021 by and between the Superintendent of Schools for the Regional Supervision District, the Regional School District No. 4 Board of Education, the Chester Board of Education, the Deep River Board of Education, and the Essex Board of Education (hereinafter referred to as the "District" or the "Member Boards"), serving as chief executive officer of the Boards, located within the State of Connecticut (hereinafter referred to as the "Superintendent"); and Mr. Robert Grissom (hereinafter referred to as the "Finance Director").
- B. The Superintendent has agreed to employ a Finance Director under the provisions of the Agreement Governing the Regional Supervision District, and under the terms of this Agreement.
- C. In accordance with the provisions of this Agreement the Superintendent does hereby employ Mr. Robert Grissom as Finance Director of the Boards, and Mr. Robert Grissom does hereby accept employment as Finance Director of the Boards under the terms and conditions hereinafter set forth in this Agreement.

ARTICLE I: CERTIFICATION

- A. The Finance Director shall maintain any necessary certification as a School Finance Director in the State of Connecticut, in accordance with all applicable statutes and regulations, throughout the term of this Agreement.

ARTICLE II: DUTIES

- A. The Finance Director shall aid the Superintendent with the task of providing leadership in developing, achieving and maintaining the best possible educational programs to ensure that each student is provided with the richest educational experience the district can provide. The Finance Director is responsible for six general areas; accounting and reporting, financial planning and budgeting, fiscal operations and accountability, financial personnel management and training, grant application and reporting, and insurance. Central to the position of Finance Director is demonstration of the ability to function as a partner with the Superintendent, administrative team, and faculty in driving continuous school improvement and demonstration of a commitment to excellence in education and human relations. He shall develop and evaluate business and fiscal operations in the District within the framework of the established policy of the Boards. The Finance Director shall perform other duties, as deemed necessary in discretion of the Superintendent. Specific duties and responsibilities are outlined in the job description.
- B. The Finance Director shall ensure that rules and regulations of the District and the guidelines established by the District, as well as applicable State laws and regulations, for business and fiscal operations are observed. Within the framework of the policies

established by the Member Boards, State Laws, State Board of Education Regulations, and the District's collective bargaining agreements, as well as the general rules and regulations promulgated for the District, the Finance Director may establish such rules as are deemed advisable for the fiscal operation of the district, subject to the approval of the Superintendent. The Finance Director will be responsible for keeping the Superintendent apprised about the conditions and needs of the district.

- C. The Finance Director will work with appropriate staff in developing a proposed budget for the Member Boards and for efforts required to present each Member Board's approved budget to their respective constituencies.
- D. The Finance Director shall attend meetings of the Boards and shall discuss administrative considerations as part of the regular meeting agendas. The Finance Director shall receive notice of all Board meetings in the District and shall attend such meetings as directed by the Superintendent.
- E. The Finance Director will be responsible for performing duties outlined in the job description for the Finance Director and such other duties as may be assigned by the Superintendent of Schools.

ARTICLE III: TERM

- A. This Agreement shall become effective January 18, 2021 and shall remain in effect through and including June 30, 2023. Anything in this paragraph to the contrary notwithstanding, the provisions of the section of this Agreement entitled "Termination of Agreement" shall take precedence and the Finance Director's employment may be terminated at any time during the term of this Agreement under the provisions of such section. Effective upon signing, this Agreement shall supersede any and all prior contracts and/or other agreements between the District and the Finance Director, and all of such prior contracts and/or agreements shall be rendered null and void effective on such date.

ARTICLE IV: COMPENSATION

- A. The base salary for the Finance Director for the 2020-2021 fiscal year shall be the sum of the following:
 - 1. a cash component of one hundred forty-two thousand five hundred dollars (\$142,500), payable in biweekly installments, which sum shall be pro-rated for a partial year of service as Finance Director, and subject to required, applicable United States Withholding Tax, applicable State of Connecticut Withholding Tax, and other applicable deductions mandated by state or federal law and employee contributions toward the cost of fringe benefits; and
 - 2. an elective deferral in the amount of seven thousand five hundred dollars (\$7,500), deducted from his salary on a pre-tax basis as permitted under IRC Section 403(b), as amended, including the catch-up limit of Section 414(v) of the Internal Revenue Code, and then contributed toward the purchase of a 403(b)

annuity with a tax sheltered annuity company of his choice from the Boards' list of approved 403(b) vendors pursuant to the Boards' 403(b) plan available to the Boards' employees generally in accordance with IRC Section 403(b), as amended, which sum shall be pro-rated for a partial year of service as Finance Director.

- B. The cash component of the Finance Director's salary for the period July 1, 2021 through June 30, 2022 shall be negotiated prior to July 1, 2021. The cash component of the Finance Director's salary for the period July 1, 2022 through June 30, 2023 shall be negotiated prior to July 1, 2022. Any adjustment in the cash component of the salary shall be in the form of an amendment and shall become a part of this Agreement.

Salary payments as set forth in this Agreement shall be pro-rated for partial years of service as Finance Director and shall be payable in biweekly equal installments.

ARTICLE V: FRINGE BENEFITS AND WORKING CONDITIONS

A. PERSONAL DAYS

1. The Finance Director shall be allowed five (5) days leave per year, non-cumulative, with no pay deductions for any one of the following reasons:
 - a. Death or illness in the immediate family
 - b. Religious requirement
 - c. Legal requirements
 - d. Birth of a child by family member (3-day maximum)
 - e. College graduation of the Finance Director or immediate family.
2. Immediate family consists of wife, husband, father, mother, grandparents, grandchildren, brother, sister, father-in-law, mother-in-law, son, daughter, son-in-law, and daughter-in-law.
3. Upon request the Superintendent may grant additional days leave for any reason he believes meritorious in addition to those listed in Paragraphs 1 and 2 above.

B. SICK LEAVE

1. In the event of personal illness or injury, the Finance Director may take leave with pay, up to eighteen (18) days per year, which shall vest upon the beginning of the term hereof.
2. Unused sick leave shall be accumulated from year to year to a maximum of one hundred ninety-eight (198) days. Upon retirement or death, the Finance Director or his estate will receive an amount equal to the value of the cumulative sick days, such amount not to exceed one thousand, five hundred dollars (\$1,500.00) based on the following:
 - a. To qualify, the Finance Director must have a minimum of eight (8) years of service in the District.

- b. There shall be no payment for the first one hundred fifty (150) days of cumulative sick leave.
 - c. Cumulative sick days above one hundred fifty (150) shall be compensated for forty dollars (\$40.00) per day up to the maximum one thousand, five hundred dollars (\$1,500.00) set forth above.
3. The Finance Director shall be notified of sick leave accumulation by September 15th of each year.
4. If the Finance Director exhausts his accumulated sick leave, he shall be entitled to a supplemental bank of sixty (60) days sick leave, effective with date of hire. Use of such days by the Finance Director shall require the prior approval of the Superintendent, and the Finance Director must present reasonable evidence of illness to the Superintendent at the time he requests approval for the use of such leave.

C. CONFERENCE LEAVE/TRAVEL STIPEND

1. The Finance Director is encouraged to continue his professional development and is expected to participate in relevant learning experiences. Subject to budgeted appropriations, the Finance Director shall attend professional meetings at the local, state, and national level, the expenses to which shall be paid by the District. Participation in such activities must be approved in advance by the Superintendent. The Superintendent may deny approval for professional leave if it is not in the best interests of the District, based on the expense(s) of the professional meetings and/or timing of the Finance Director's absence from the District for attendance at such professional meetings.
2. The leave referenced immediately above in paragraph 1 of this section will be considered professional leave and will not be charged to the Finance Director's personal or vacation days.
3. For each fiscal year of this Agreement, the District shall provide the Finance Director with a payment in the amount of three thousand five hundred dollars (\$3,500), payable in two semi-annual installments, as reimbursement for business-related travel within and between the school districts for which he serves as Finance Director.

D. ANNUAL ADMINISTRATIVE WORK SCHEDULE

1. The Finance Director shall work a twelve month schedule, from July 1st through June 30th, and his working days will total two hundred and sixty (260) days. It is expected that the Finance Director shall work each day that school is in session for the school districts which he serves, except as provided by the terms of this Agreement.

2. The Finance Director shall be provided with twenty-five (25) days vacation annually, exclusive of legal holidays. The Finance Director must obtain prior approval from the Superintendent for any vacation leave. Up to five (5) days of vacation time may be carried over to another year with prior approval of the District. The Finance Director will be paid for unused vacation days in the year of termination, at the daily rate of 1/260th of the annual salary times the number of accumulated days. In the event of death, unused and accrued vacation will be paid to the Finance Director's estate.
3. Holidays. The Finance Director shall be entitled to paid holidays on the days designated as holidays by the District.

E. INSURANCE BENEFITS

1. Health Insurance: On behalf of himself and any eligible dependents, the Finance Director may elect to participate in the health insurance plans provided for employees of the District and the Member Boards.

If the Finance Director elects coverage through the HSA Plan effective July 1, 2020, if such plan is offered to employees, the District shall pay eighty percent (80%) of the premium costs for such coverage, and the Finance Director shall pay twenty percent (20%). The District shall contribute 100% of the amount of the applicable HSA deductible amount. The District's contribution toward the HSA deductible will be deposited into the HSA accounts throughout the course of the year, on the employee's payroll dates. Any portion of premiums for such insurance for which the Finance Director is responsible shall be paid by the Finance Director through payroll deduction. For the 2021-2022 and 2022-2023 fiscal years, health insurance benefits, including premium cost responsibilities and plan design, shall be negotiated prior to the commencement of each fiscal year in the form of an amendment and shall become part of this Agreement. Such contribution rates shall be determined by the first day of the fiscal year in which such rates become effective.

2. Dental and Vision Care Insurance: On behalf of himself and any eligible dependents, the Finance Director may elect to participate and any eligible dependents, the Finance Director may elect to obtain dental and/or vision care insurance through any one of the vision care and/or dental insurance plans provided for employees of the District and the Member Boards. The

Finance Director shall not be required to contribute to the premium costs for such Insurance,

3. Life Insurance: The District will provide the Finance Director with group term life insurance coverage in the amount of two times the Finance Director's base salary, as set forth above, subject to the eligibility requirements of the carrier(s). The District shall pay ninety-five percent (95%) of the premium costs for such coverage, with the remainder of such premium costs to be paid by the Finance

Director through payroll deduction. The Finance Director may elect to waive this provision and have the District's contribution for life insurance apply to a whole life or annuity policy as designated by the Finance Director in writing on an annual basis.

ARTICLE VI: EVALUATION

- A. In accordance with the procedures set forth below, the Superintendent shall evaluate and assess in writing the performance of the Finance Director at least annually during the term of this agreement. Such evaluation and assessment shall be reasonably related to the goals and objectives for the Finance Director for the year in question.
- B. Goals and Objectives. It is the intention of the Superintendent to work cooperatively to develop goals and objectives for the Finance Director. Prior to August 1st of the school year, the Finance Director will develop goals and objectives for the coming school year for the Superintendent's review and approval.

ARTICLE VII: TERMINATION OF AGREEMENT

- A. The Superintendent and the Finance Director recognize and agree that the Regional Supervision District is the Finance Director's employer under the provisions of this Agreement.
- B. The Superintendent serving as chief executive officer of the Boards and the Finance Director may, by mutual consent, terminate the Agreement at any time. The Superintendent serving as chief executive officer of the Board may also unilaterally terminate this Agreement, without thirty (30) days' notice, with termination effective the commencement of any contract with a newly appointed Finance Director.
- C. Either party may terminate this Agreement for any reason upon prior written notice of thirty (30) days to the other party. If the Finance Director elects to terminate this Agreement, he shall send such notice to the Superintendent of Schools.
- D. The Superintendent, on the Boards' behalf, may terminate the Agreement immediately, if, in his sole judgment, the services rendered by the Finance Director are not performed with the degree of skill and care consistent with industry standards, or are not performed in compliance with all statutes, acts, ordinances, laws, rules, regulations, codes and standards.


ARTICLE VIII: GENERAL PROVISIONS

- A. If any part in this Agreement is determined by a court of final authority to be invalid, that portion shall be severed from the Agreement, and the remainder of the Agreement shall remain in full force and effect.
- B. The Finance Director is an employee of the Regional Supervision District for the purposes appointment, compensation, and fringe benefits.


- C. This Agreement contains the entire agreement of the parties. It may not be amended orally but may be amended only by an agreement in writing, signed by both parties. In the case of any conflict between the terms of this Agreement and the terms of the Agreement Governing the No. 4 Regional School District (as may be amended from time to time), the terms of this Agreement shall prevail, unless otherwise agreed expressly in writing by the Superintendent serving as chief executive officer of the Member Boards and the Finance Director.
- D. Notices to the District, as required herein, shall be sent to the Superintendent of Schools and notices to the Finance Director shall be sent to him at his home address.
- E. This agreement is being executed on behalf of the Boards by Brian J. White, Superintendent of Schools serving as chief executive officer.

IN WITNESS WHEREOF, the Parties have caused this Agreement to be executed by their proper officers, hereunto duly authorized.

Regional Supervision District
Regional School District 4
Chester Board of Education
Deep River Board of Education
Essex Board of Education

BY: 
Brian J. White, Superintendent of Schools

Date: 01/12/2021

BY: 
Robert Grissom

Date: 1/12/2021

