

**AGREEMENT BETWEEN
REGION 9 BOARD OF EDUCATION
AND
GINA PIN**

It is hereby agreed by and between the Board of Education of the Region 9 School District (hereinafter called the "Board") and Gina Pin (hereinafter called the "Head of School/Assistant Superintendent") that the said Board does hereby employ Gina Pin as the Head of School/Assistant Superintendent, subject to and in accordance with the provisions of Conn. Gen. Stat. §10-151, for the Region 9 Public Schools in accordance with the terms and subject to the conditions as hereinafter set forth.

1. DUTIES

The Head of School/Assistant Superintendent shall perform all duties and assignments specified in the job description attached hereto and made a part hereof. The Head of School/Assistant Superintendent shall maintain the certification necessary to serve as Head of School/Assistant Superintendent, in accordance with the certification regulations issued by the State of Connecticut Department of Education, as may be amended from time to time, throughout the term of this Agreement.

2. TERM

The term of said employment is for three (3) years, from July 1, 2016 through June 30, 2019.

This Agreement shall be subject to the provisions of Section 10-151 of the Connecticut General Statutes. Accordingly, the Head of School/Assistant Superintendent's employment may be non-renewed and/or terminated at any time during this Agreement, in accordance with the provisions of Section 10-151 of the Connecticut General Statutes.

3. COMPENSATION

For the period of July 1, 2016 through June 30, 2017, the Head of School/Assistant Superintendent shall be paid a total base salary comprised of the following:

1. \$170,000 annually.

The Board will make an elective contribution (included in the annual salary of \$170,000) designated by the Head of School/Assistant Superintendent in writing on behalf of the Head of School/Assistant Superintendent to a tax-sheltered annuity selected by the Head of School/Assistant Superintendent in accordance with section 403(b) of the Internal Revenue Service code, as amended.

For the period of July 1, 2017, through June 30, 2018, the Head of School/Assistant Superintendent shall be paid a total base salary comprised of the following:

1. \$173,400 annually. The Board will make an elective contribution (included in the annual salary of \$173,400) designated by the Head of School/Assistant Superintendent in writing

on behalf of the Head of School/Assistant Superintendent to a tax-sheltered annuity selected by the Head of School/Assistant Superintendent in accordance with section 403(b) of the Internal Revenue Service code, as amended.

For the period of July 1, 2018 through June 30, 2019, the Head of School/Assistant Superintendent shall be paid a total base salary comprised of the following:

1. \$176,860 annually.
2. The Board will make an elective contribution (included in the annual salary of \$173,494) designated by the Head of School/Assistant Superintendent in writing on behalf of the Head of School/Assistant Superintendent to a tax-sheltered annuity selected by the Head of School/Assistant Superintendent in accordance with section 403(b) of the Internal Revenue Service code, as amended.

4. **EVALUATION**

The Head of School/Assistant Superintendent shall be evaluated by the Superintendent of Schools in accordance with Section 10-151b of the Connecticut General Statutes and specific procedures established by the Board.

5. **TERMINATION**

- A. The parties may, by mutual consent, terminate this contract of employment at any time.
- B. The Head of School/Assistant Superintendent may terminate the contract upon written notice of ninety (90) days.
- C. The non-renewal and/or termination of the employment of the Assistant Superintendent shall be governed by the provisions of Section 10-151 of the Connecticut General Statutes.

6. **FRINGE BENEFITS AND WORKING CONDITIONS**

The parties hereto agree as follows:

- A. The Head of School/Assistant Superintendent may undertake paid consultative work, speaking engagements, writing, lecturing or other professional duties and obligations provided such activities do not interfere with the meeting of her responsibilities as Head of School/Assistant Superintendent.
- B. The Board encourages the Head of School/Assistant Superintendent to continue her professional development (*e.g.*, attendance at Princeton University and Harvard University Institutes) and expects her to participate in relevant learning experiences. Subject to budgeted appropriations, the

Head of School/Assistant Superintendent may attend professional meetings at the local, state, and national level, with prior approval of the Superintendent. The expenses for such meetings will be paid by the Board after submission of valid receipts and approval by the Superintendent.

- C. The Board shall provide the Head of School/Assistant Superintendent with twenty-two (22) sick days annually, accumulative to 180 days. If this contract expires, or is terminated for any reason, the unused accumulated sick leave shall not be paid to the Head of School/Assistant Superintendent.
- D. The Board shall provide the Head of School/Assistant Superintendent with twenty-five (25) vacation days annually, exclusive of legal holidays. The Head of School/Assistant Superintendent may carry over a maximum of five (5) unused vacation days with the written approval of the Superintendent, but at no time shall the Head of School/Assistant Superintendent be eligible for more than thirty (30) days of vacation during any contract year.
- E. In the event of death, unused and accrued vacation pay up to a maximum of thirty (30) days will be paid to the Head of School/Assistant Superintendent's estate or designated beneficiary.
- F. The Head of School/Assistant Superintendent shall receive reimbursement for out-of-pocket expenses incurred in the performance of her professional duties upon the submission of valid receipts and the approval of the Superintendent.
- G. The Head of School/Assistant Superintendent shall receive reimbursement for use of her automobile for professional duties at the current IRS allowable rate. Such use shall not include reimbursement for commuting to and from work.
- H. The Board shall provide standard term life insurance in the amount of \$500,000.
- I. The Head of School/Assistant Superintendent shall receive personal, legal and bereavement leave equivalent to the Region 9 Teachers' Contract.
- J. The Head of School/Assistant Superintendent shall have the right to enroll herself, her spouse and her eligible dependents in one of the health and dental insurance plans provided to certified teachers employed by the Board. The Head of School/Assistant Superintendent shall pay the following contributions of the allocation rate: 18% for the 2016-2017, 19% for 2017-2016, and a % to be determined for 2017-2018
- K. The Board will provide the Head of School/Assistant Superintendent with a long-term disability insurance policy. The monthly benefit is 60% of monthly earnings to a maximum of \$1,000 per month. Benefits begin after the expiration of 90 calendar days. .
- L. The Board shall provide a payment of \$5,000 each year of the contract to the Head of School/Assistant Superintendent for attainment of her doctoral degree. Should her degree not be

conferred on or before June 30 of any contract year, the payment will not be made for that contract year.

7. **GENERAL PROVISIONS**

- A. If any part of this contract is invalid, it shall not affect the remainder of said contract, but said remainder shall be binding and effective against all parties.
- B. This contract contains the entire agreement between the parties. It may not be amended orally, but may be amended only by an agreement in writing signed by both parties. Commencing upon signing this contract, it supersedes all prior agreements between the parties.
- C. This Agreement shall be construed under the laws of the State of Connecticut.

IN WITNESS WHEREOF, the undersigned have executed this contract the day and year aforesaid.

Gina Pin
Head of School/Assistant Superintendent

Vance Hancock
Chairman, Region 9 Board of Education

Date

Date

Witness

Date