

PROFESSIONAL AGREEMENT

PREAMBLE

A. THIS AGREEMENT IS MADE AND ENTERED INTO this 27<sup>th</sup> day of June, 2018 by and between the Sprague Board of Education of the Town of Sprague located within the State of Connecticut (hereinafter referred to as the "Board") and Mr. Sean Bochman, of the Town of Enfield, State of Connecticut (hereinafter referred to as the "Director of Pupil Personnel Services").

B. In accordance with the provisions of this Agreement, the Board does hereby employ Mr. Sean Bochman as Director of Pupil Personnel Services for the Sprague Public Schools, and Mr. Sean Bochman does hereby accept employment as Director of Pupil Personnel Services for the Board under the terms and conditions hereinafter set forth in this Agreement.

ARTICLE I

CERTIFICATION

A. The Director of Pupil Personnel Services shall maintain all certifications as may be necessary to perform as Director of Pupil Personnel Services, including but not limited to administrative certification, in accordance with all applicable statutes and regulations, throughout the term of this Agreement.

ARTICLE II

DUTIES

A. The Director of Pupil Personnel Services shall serve as the Director of Pupil Personnel Services for the Board. In harmony with the policies of the Board, State Laws, and State Board of Education regulations, the Director of Pupil Personnel Services has authority over Sayles School and the responsibility for its supervision, as directed by the Superintendent on behalf of the Board, consistent with any applicable job descriptions.

ARTICLE III

TERM

A. This Agreement shall become effective July 2018 and shall remain in effect through and including June 30, 2021, contingent upon successful performance. Effective upon signing, this Agreement shall supersede any and all prior contracts and/or other agreements between the Board and the Director of Pupil Personnel Services, and all of such prior contracts and/or agreements shall be rendered null and void effective on such date.

## ARTICLE IV

### COMPENSATION

A. The Director of Pupil Personnel Services's annual salary from July 1, 2018 to June 30, 2019 shall be One hundred and three thousand dollars (\$103,000.00). Compensation for future years will be negotiated and determined prior to the conclusion of the contract year.

## ARTICLE V

### FRINGE BENEFITS AND WORKING CONDITIONS

#### A. SICK LEAVE

1. The Director of Pupil Personnel Services shall be entitled to sick leave with full pay up to eighteen (18) working days in each year. Unused sick leave shall be accumulated from year to year, so long as the Director of Pupil Personnel Services remains continuously in the service of the Board, up to one hundred eighty-five (185) days.
2. The Director of Pupil Personnel Services shall receive an accounting of the accumulated sick days credited to her with the first paycheck in September.

#### B. PERSONAL LEAVE

1. The Director of Pupil Personnel Services may request up to four (4) personal days annually for the following matters of pressing personal concern which cannot be conducted outside of working hours:
  - a. required attendance at a judicial or administrative hearing;
  - b. graduation of a member of the immediate family;
  - c. house closing;
  - d. illness of a member of the immediate family or household;
  - e. religious holidays;
  - f. emergency leave absence will be used solely for circumstances in which absence from service is necessary and unavoidable.

The Superintendent may request, and the Director of Pupil Personnel Services must provide, a written explanation for the leave request. For up to one (1) of the four (4) personal days that may be requested, in lieu of a written explanation, the Director of Pupil Personnel Services may certify in writing that the reason for the personal leave request is a matter of pressing personal concern, that cannot be conducted outside of working hours, the nature of which is too personally sensitive to disclose to the Superintendent.

2. Personal leave shall not be used to extend or start a vacation period or

holiday, unless approved by the Superintendent of Schools.

3. Except in cases of emergency, application for personal leave shall be made at least three (3) days before the day is taken.

#### C. ANNUAL ADMINISTRATIVE WORK SCHEDULE

1. The Director of Pupil Personnel Services 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 Director of Pupil Personnel Services shall work each day that school is in session for the school district which he serves, except as provided by the terms of this Agreement.
2. The Board will provide the Director of Pupil Personnel Services with twenty (20) days vacation annually, exclusive of legal holidays. The Director of Pupil Personnel Services must obtain prior approval from the Superintendent for any vacation leave taken.
3. The Director of Pupil Personnel Services shall be entitled to paid holidays on the days designated as holidays by the Board.

#### D. INSURANCE BENEFITS

1. The Director of Pupil Personnel Services shall be eligible for the same insurance benefits as the professional staff. For the fiscal year 2018-2021 the premium cost share amount shall be twenty-two percent (22%) to the employee.
2. The Board shall provide for the Director of Pupil Personnel Services, at its expense, term life insurance with Accidental Death and Dismemberment, coverage in the amount of one hundred thousand dollars (\$100,000), subject to the Director of Pupil Personnel Services's insurability.
3. The Director of Pupil Personnel Services may elect to waive all health insurance benefits and in lieu thereof, be remunerated in the amount of \$3,000 at the end of the year. The Director of Pupil Personnel Services choosing this option shall be able to change their option effective July 1st by notifying the Business Manager at least 30 days prior to start of next fiscal year for which the change is requested.

### ARTICLE VI

#### TERMINATION OF AGREEMENT

- A. The parties may, by mutual consent, terminate this Agreement at any time.
- B. The Director of Pupil Personnel Services may unilaterally terminate this Agreement at any time for any reason during its term upon sixty (60) days written notice,

except that the sixty (60) days notice is not required if termination is part of an action to implement a new contract between the parties hereto, in which case the execution of the new agreement shall serve to terminate the prior agreement between the parties.

C. The Board may terminate the Director of Pupil Personnel Services in accordance with the provisions of Connecticut General Statutes Section 10-151 et seq.

ARTICLE X

GENERAL PROVISIONS

A. If any part of 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. 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.

C. Notices to the Board, as required herein, shall be sent to the Secretary of the Board and notices to the Director of Pupil Personnel Services shall be sent to him at his home address.

D. This agreement is being executed on behalf of the Board by the Superintendent of Schools, David B. Erwin, pursuant to a vote taken by the Board of Education, at a meeting duly held on June 20, 2018.

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

SPRAGUE BOARD OF EDUCATION

BY: David B. Erwin  
DAVID B. ERWIN  
Superintendent of Schools

DATE: 6/27/18

BY: S. C. Boehman  
SEAN BOCHMAN  
Director of Pupil Personnel Services

DATE: 6/27/18

Approved 6/27/18