

AGREEMENT BETWEEN **SCOTT REISS**,  
THE BOARD OF EDUCATION OF THE TOWN OF EASTON,  
THE BOARD OF EDUCATION OF THE TOWN OF REDDING,  
AND THE REGION 9 BOARD OF EDUCATION

It is hereby agreed by and between the Board of Education of the Town of Easton, the Board of Education of the Town of Redding, and the Region 9 Board of Education (hereinafter collectively referred to as the "Boards"), and Scott Reiss that the said Boards have and do hereby employ the said Scott Reiss as Director of Finance and Operations of the Easton, Redding and Region 9 School Districts and that Scott Reiss (hereinafter called the "Director of Finance and Operations") hereby accepts employment as Director of Finance and Operations of the Easton, Redding and Region 9 School Districts upon the terms of conditions hereinafter set forth.

**1. TERM**

A. The Director of Finance and Operations shall devote his full attention to the finance and operations of the School Districts as directed by the Superintendent. The term of said employment is from July 1, 2017 through June 30, 2018. The Director of Finance and Operations, the Superintendent, and the Boards agree that they shall adhere to the following procedures to extend the Director of Finance and Operations' employment for an additional period of time.

B. Prior to the joint meeting of the Boards in January 2018, the Superintendent shall make a recommendation to the Boards concerning whether or not the employment of the Director of Finance and Operations should be extended. The Director of Finance and Operations shall provide the Superintendent with at least thirty (30) days written notice of this obligation. At least ninety 90 days prior to the end of the Agreement, the Boards shall vote whether or not to issue a new agreement.

C. Anything in this Section 1 to the contrary notwithstanding, the provisions of Section 6 of this Agreement shall take precedence and the Director of Finance and Operations' employment may be terminated under the provisions of said Section.

## **2. COMPENSATION**

A. For the period of July 1, 2017 through June 30, 2018, the Director of Finance and Operations shall be paid an annual base salary of \$169,000.00.

B. All salary and other payments called for by this Agreement, including but not limited to fringe benefits and expenses, shall be paid by the Boards in the following proportions:

Easton Board of Education	33.33%
Redding Board of Education	33.33%
Region 9 Board of Education	33.34%

## **3. FRINGE BENEFITS AND WORKING CONDITIONS**

A. The Director of Finance and Operations shall be entitled to receive twenty (20) paid sick/personal days each contract year (July 1-June 30). The Director of Finance and Operations' sick/personal day account shall be so credited on July 1 of each contract year. No more than three (3) of these days shall be used as personal days in one contract year. Unused days shall be accumulated from year to year to a maximum accumulation of 180 days. Sick/Personal days accumulated hereunder are to be used exclusively for the purpose of compensating the Director of Finance and Operations for work days missed due to illness or attendance to personal business and, in no event, shall the accumulated sick/personal days be paid to the Director of Finance and Operations, or to his estate, in the event his employment terminates, he resigns, or upon his retirement or death. Furthermore, notwithstanding anything to the contrary contained in this Agreement, in the event this Agreement is terminated for any reason or expires, the Director of Finance and Operations shall accrue only a pro-rata portion of

the sick/personal days for the contract year following the notice of termination, based upon the actual number of days the Director of Finance and Operations was employed during the contract year in which termination occurs.

B. The Boards shall provide the Director of Finance and Operations with twenty-five (25) vacation days annually, exclusive of legal holidays. Such vacation days shall be taken during the year in which they are earned after which time they are forfeited. Notwithstanding the foregoing, with the prior written permission of the Superintendent, the Director of Finance and Operations may carry over up to five (5) days into the next fiscal year, which days shall be taken in that year. Upon the Director of Finance and Operations' resignation, retirement or death, his estate, as appropriate, shall be entitled to payment for all unused vacation days; vacation days accrue monthly and such payments shall be made on a prorated basis.

C. Effective upon the Director of Finance and Operations' commencement of employment, the Boards will provide the Director of Finance and Operations with his choice of health insurance packages from among those provided to certified teaching staff employed by each of the Boards. The Director of Finance and Operations shall pay to the Boards the percentage of the health insurance premiums for such coverage paid by certified teaching staff covered by the plan of his choice. The Director of Finance and Operations may change his choice of health insurance plans during the open enrollment period of any plan to which he seeks to enroll. For the sole purpose of initial eligibility for medical insurance effective July 1, 2017, the Director of Finance and Operations' hire date will be stated as June 30, 2017.

D. When graduate coursework or additional training for the Director of Finance and Operations is deemed appropriate by the Superintendent to improve job performance, the cost of tuition and materials will be reimbursed by the Boards, upon successful completion of the coursework, at a reimbursement rate equal to seventy-five percent (75%) of the actual cost to a maximum of fifteen (15) credits per year.

E. The Director of Finance and Operations shall be eligible for all holidays, bereavement days, disability insurance, and pension benefits available to Central Office employees in accordance with the Boards of Education Office Personnel Operating Procedures.

F. The Director of Finance and Operations shall be reimbursed, in an amount not to exceed \$500 annually, for the premium cost incurred by him for purchasing a term life insurance policy equal to two (2) times his base salary.

#### **4. EXPENSES**

The Director of Finance and Operations shall be reimbursed for reasonable out-of-pocket expenses incurred in the performance of his professional duties within budgetary allowances for expenses as the Superintendent may approve. The Boards agree to reimburse the Director of Finance and Operations for professional use of his personal vehicle at the IRS allowable rate. .

**5. PROFESSIONAL IMPROVEMENT** The Director of Finance and Operations will be encouraged to attend appropriate professional meetings at the local, state and national levels, and will receive leave for such purposes as approved by the Superintendent. Within budget constraints, as approved by the Boards, such costs of attendance shall be paid by the Boards upon presentation of valid receipts for any out-of-pocket expenses incurred by the Director of Finance and Operations.

## **6. TERMINATION**

- A. The parties may, by mutual consent, terminate this Agreement at any time.
- B. The Director of Finance and Operations may terminate this Agreement upon ninety (90) days written notice to the Superintendent.
- C. The Boards may terminate this Agreement upon ninety (90) days written notice to the Director of Finance and Operations or otherwise for just cause.

## **7. EVALUATION**

The evaluation of the Director of Finance and Operations shall be the responsibility of the Superintendent of Schools.

## **8. GENERAL PROVISIONS**

- A. This Agreement shall be deemed severable and any part hereof which may be held invalid by a court or other entity of competent jurisdiction shall be deemed automatically excluded from this Agreement and the remaining parts shall remain in full force and effect.
- B. This Agreement contains the entire understandings of the parties hereto and constitutes the only agreement between the Boards and the Director of Finance and Operations regarding the employment of the Director of Finance and Operations by the Boards. This Agreement supersedes all prior agreements, either expressed or implied, between the parties hereto regarding the employment of the Director of Finance and Operations by the Boards.

C. The Director of Finance and Operations shall not solicit ER9 employees for up to one (1) year, post employment.

D. None of the terms or conditions of this Agreement shall be amended or modified unless expressly consented to in writing and signed by each of the parties hereto.

E. This Agreement shall be governed by and construed under the internal laws of the State of Connecticut.

IN WITNESS WHEREOF, the undersigned have executed this Agreement this \_\_\_\_ day of

\_\_\_\_\_.

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Scott Reiss, Director of Finance & Operations

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Jeffrey Parker, Chairperson, Easton Board of Education

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Dr. Melinda Irwin, Chairperson, Redding Board of Education

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Vance Hancock, Chairperson, Region 9 Board of Education