

**SUPERINTENDENT'S AGREEMENT WITH THE
BOARD OF EDUCATION OF GRANBY, CONNECTICUT**

It is hereby agreed, by and between the Board of Education of the Town of Granby, Connecticut (hereinafter called the "Board"), and Cheri P. Burke (hereinafter called the "Superintendent"), that the said Board, in accordance with its action pursuant to Section 10-157 of the Connecticut General Statutes, has and does hereby employ the said Cheri P. Burke as the Superintendent of Schools of Granby Public Schools and that Cheri Burke hereby accepts employment as Superintendent of Schools of Granby Public Schools upon the terms and conditions hereinafter set forth.

1. DUTIES

The Superintendent of Schools is the chief executive officer of the Board. In harmony with the policies of the Board, state laws, and State Board of Education regulations, the Superintendent has executive authority over the school system and the responsibility for its supervision. She has the general authority to act at her discretion, subject to later approval by the Board, upon all emergency matters and those as to which her powers and duties are not expressly limited or are not particularly set forth. She advises the Board on policies and plans that the Board takes under consideration and takes the initiative in presenting to the Board policy and planning issues for the Board's attention. The Superintendent or her designee as approved by the Board shall attend all meetings of the Board and shall participate in all Board deliberations, except when matters relating to her own employment, are under consideration. The Superintendent shall receive notice of all Board Committee meetings and she or her designee may attend such meetings. The Superintendent shall maintain certification as a superintendent from the Connecticut Department of Education during the life of this Agreement. Certification to serve as Superintendent of Schools is a condition precedent to this Agreement, and the Superintendent hereby agrees to obtain and maintain such certification at all times this contract is in force. This Agreement shall be void should the Superintendent not obtain or no longer possess such certification.

2. OUTSIDE PROFESSIONAL ACTIVITIES

The Superintendent may undertake 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 Superintendent.

3. TERM

The term of said employment is three (3) years, from July 1, 2023 to June 30, 2026. The Superintendent and the Board agree they shall adhere to the following procedure to extend the Superintendent's employment under this Agreement.

- A. Prior to the end of the first year of a three-year agreement, the Board of Education, at the request of the Superintendent, may vote for a new agreement.

- B. Prior to the end of the second year of a three-year agreement (or prior to the last year of this Agreement), the Board of Education shall vote for a new agreement. At least three months prior to that time, the Superintendent shall notify the Board that her contract is about to expire and shall provide the Board this contract clause.
- C. The provisions of this paragraph to the contrary notwithstanding, the provisions of Section 9 shall take precedence and the Superintendent's employment may be terminated under the provisions of said section.

4. BASE SALARY

- A. The base salary of the Superintendent for the period from July 1, 2023 to June 30, 2026 shall be \$211,000 in periodic payments in accordance with the established pay dates for the school district.
- B. The salary for subsequent years shall be as negotiated between the Board and the Superintendent prior to the commencement of the new contract year. Any adjustment in base salary made during the life of this Agreement shall be in the form of an amendment and shall become part of this Agreement provided, however, that by doing so the Board shall not be deemed to have entered into a new agreement with the Superintendent nor shall the termination date of this Agreement be deemed extended. Under no circumstances shall base salary as defined above be less than the base salary for the prior year. In the absence of an agreement between the Board and the Superintendent, the base salary shall remain the same as for the preceding year.

5. FRINGE BENEFITS AND WORKING CONDITIONS

- A. The Board shall provide the Superintendent with twenty (20) sick days annually cumulative to two hundred twenty (220) days. The Board agrees that the Superintendent shall have access to up to eighty (80) sick days that shall be advanced in case of serious illness and shall be repaid as sick leave is further provided under this Agreement. The Board shall not pay for accumulated sick days upon termination of the Superintendent's employment.
- B. The Board shall provide the Superintendent with twenty-five (25) vacation days annually, exclusive of legal holidays, which days shall be taken in the year earned. The Superintendent will be paid in a lump sum at the time of termination for earned unused vacation days prorated for the percentage of the year worked, provided such termination is by mutual agreement or effected pursuant to Section 9, paragraphs B or D. In the event of death, unused vacation pay will be paid to the Superintendent's estate.
- C. The Superintendent will be eligible for all holidays designated generally for administrators in the Granby Public Schools.

- D. Because of the multitude of after-hour responsibilities, and the professional nature of the Superintendent's position, personal leave may be taken at the discretion of the Superintendent as the need arises for medical visits, care of relative or spouse, personal legal requirements and bereavement, not to exceed six (6) days per year. No carryover of unused personal days upon the start of a new year is allowed.
- E. The Board shall provide the Superintendent (and family) with paid Granby Health Plan coverage as described in the Granby Employee Health Plan specifications with benefits itemized in the current Agreement between the Granby Education Association and the Granby Board of Education, including the provision for premium cost sharing. The Board shall also contribute 50% of the amount of the applicable HSA deductible amount to be paid on July 1 of each contract year. ✓
- F. The Board encourages the Superintendent to continue her professional development and expects her to participate in relevant learning experiences. Subject to the availability of budgeted appropriations for that purpose, the Superintendent shall attend professional meetings at the local, state, and national level, the expenses related thereto to be paid by the Board.
- G. The Board shall, upon presentation of proper evidence of course completion, reimburse the Superintendent to a maximum of \$3,000 per contract year for total out-of-pocket tuition expenses incurred toward completion of the Superintendent's doctoral degree.
- H. The Superintendent may enroll her children in the Granby Public Schools at no cost to the Superintendent.
- I. The Board shall provide term life insurance for the Superintendent at three (3) times annual salary for the term of this Agreement. ✓
- J. The Superintendent shall be provided an in-district and out-of-district travel allowance of \$4,800 in each year of the contract prorated on a monthly basis. ✓
- K. The Board shall pay the premium for a long-term disability insurance policy to compensate the Superintendent for 60% of her base salary under this Agreement after a one hundred eighty (180) day qualifying period or proof of existing coverage.
- L. The Board shall provide the Superintendent with one hundred twenty (120) days of salary, less any funds received from worker's compensation, for absence due to any accident arising out of her employment with such absence not chargeable to sick leave accumulation. After one hundred twenty (120) days, the Superintendent will continue to receive sick pay, less worker's compensation, with such absence to be charged against accumulated sick leave on a pro-rata basis.
- M. Because of the multitude of after-hour responsibilities, and the professional nature of the Superintendent's position, the Superintendent will be provided free of expense the use of electronic communication devices, such as cell phones, beepers, tablets and personal computers to conduct business matters related to operating the District.

6. GOALS AND OBJECTIVES

Each year the Board and Superintendent shall cooperatively develop goals and objectives for the following year. For purposes related to the Superintendent's evaluation, the system-wide goals for any year of this Agreement shall be completed by the first regular Board meeting of October each year, except as modified by mutual agreement.

7. EVALUATION FORMAT

The Board shall evaluate and assess the performance of the Superintendent at least annually during the term of this Agreement. Said evaluation and assessment shall be reasonably related to the goals and objectives of the District for the year in question. The Superintendent shall submit to the Board a recommended format for said evaluation and assessment of her performance (hereinafter "evaluation format"). The evaluation format shall be reasonably objective and shall provide for a rating system both as to overall performance and as to the specific criteria set forth in the evaluation format.

An interim evaluation of progress toward completion of the year's goals shall be conducted by January 31st of each year. An annual evaluation of both general performance (to include at least the following criteria: educational program, Board/Superintendent relations, community relations, personnel relations, business matters, professional leadership and personal qualities), and performance related to the year's specific goals, shall be completed by June 30th of each contract year. The Board shall meet and discuss the evaluation format with the Superintendent and attempt in good faith to agree on the development and adoption of a mutually agreeable evaluation format. The Board shall adopt an evaluation format within ninety (90) days of the effective date of this Agreement. If the parties cannot agree, the most recently adopted format will be used.

8. EVALUATION

The Board shall evaluate the Superintendent in executive session within ninety (90) days but not less than sixty (60) days prior to the expiration of each year of this Agreement. The evaluation may include recommendations as to areas of improvement in all instances where the Board deems performance to be deficient and all other instances where the Board deems such to be necessary or appropriate. A copy of a written evaluation report, if any, shall be delivered to the Superintendent within thirty (30) days of its completion and the Superintendent shall have the right to make a written reaction or response to any such written evaluation, which shall become a permanent attachment to the Superintendent's personnel file. Within thirty (30) days of completion of the annual evaluation of the Superintendent, the Board shall meet in executive session with the Superintendent to discuss the evaluation. The performance evaluation process shall be kept confidential to the extent permitted by law.

Whenever the Board has evaluated performance, in whole or in part, to be deficient, or has made recommendations as to areas of improvement, the Chair of the Board may appoint a committee of not less than two (2) members of the Board to meet in executive session with the Superintendent to endeavor to assist the Superintendent in improving her performance. The committee may report in writing to the full Board, with a copy to the Superintendent, its

activities and the results thereof, within ninety (90) days. Thereafter, the Board may continue the Committee and require additional reports where necessary. At the first Board meeting to be held during the evaluation period, the Superintendent shall provide the Board this clause.

9. TERMINATION

- A. The parties may terminate this Agreement at any time, by mutual consent.
- B. The Superintendent may terminate this Agreement upon written notice of one hundred twenty (120) days.
- C. The Board may terminate this Agreement during its term for one or more of the following reasons:
 - (1) Inefficiency or incompetence;
 - (2) Insubordination;
 - (3) Moral misconduct;
 - (4) Disability shown by competent medical evidence; or
 - (5) Other due and sufficient cause.

In the event the Board seeks to terminate this Agreement for one of the above reasons, it shall serve the Superintendent with written notice that termination of her agreement is under consideration. Such notice shall be accompanied by a written statement of reasons. Within fifteen (15) days after receipt from the Board of written notice that agreement termination is under consideration, the Superintendent may file with the Board a written request for a hearing before the Board which shall be held within twenty (20) days after receipt of such request. The Board shall render its decision within fifteen (15) days of such hearing and shall send a copy of its decision setting forth the reasons and evidence relied on to the Superintendent. The Board's decision shall be based on the evidence presented at the hearing.

Such hearing may be held in executive or public session at the option of the Superintendent. The Superintendent shall have the right to legal counsel at her own expense. Any time limits established herein may be waived by mutual agreement of the parties.

- D. If the Superintendent is terminated due to disability, the Board shall pay the accumulated vacation and sick leave benefits provided in this Agreement.

10. GENERAL PROVISIONS

- A. If any part of this Agreement is invalid, it shall not affect the remainder of said Agreement, but said remainder shall be binding and effective against all parties.

- B. This Agreement contains the entire agreement between the parties and supersedes all prior agreements between the parties. It may not be amended orally but may be amended only by an agreement in writing signed by both parties.
- C. This Agreement shall be governed and construed in accordance with the laws of the State of Connecticut, and the parties' consent to the exclusive jurisdiction of the appropriate state or federal court in Connecticut.

IN WITNESS WHEREOF, the undersigned have executed this Agreement on the dates hereinafter set forth.

By: Cheri Burke
Cheri P. Burke
Superintendent of Schools

Date: 5/9/2023

By: Sarah Thrall
Sarah Thrall
Chairman, Board of Education

Date: 5/9/23

SUPERINTENDENT'S AGREEMENT

July 1, 2024 to June 30, 2027

**SUPERINTENDENT'S AGREEMENT WITH THE
BOARD OF EDUCATION OF GRANBY, CONNECTICUT**

It is hereby agreed, by and between the Board of Education of the Town of Granby, Connecticut (hereinafter called the "Board"), and Cheri P. Burke (hereinafter called the "Superintendent"), that the said Board, in accordance with its action pursuant to Section 10-157 of the Connecticut General Statutes, has and does hereby employ the said Cheri P. Burke as the Superintendent of Schools of Granby Public Schools and that Cheri Burke hereby accepts employment as Superintendent of Schools of Granby Public Schools upon the terms and conditions hereinafter set forth.

1. DUTIES

The Superintendent of Schools is the chief executive officer of the Board. In harmony with the policies of the Board, state laws, and State Board of Education regulations, the Superintendent has executive authority over the school system and the responsibility for its supervision. She has the general authority to act at her discretion, subject to later approval by the Board, upon all emergency matters and those as to which her powers and duties are not expressly limited or are not particularly set forth. She advises the Board on policies and plans that the Board takes under consideration and takes the initiative in presenting to the Board policy and planning issues for the Board's attention. The Superintendent or her designee as approved by the Board shall attend all meetings of the Board and shall participate in all Board deliberations, except when matters relating to her own employment, are under consideration. The Superintendent shall receive notice of all Board Committee meetings and she or her designee may attend such meetings. The Superintendent shall maintain certification as a superintendent from the Connecticut Department of Education during the life of this Agreement. Certification to serve as Superintendent of Schools is a condition precedent to this Agreement, and the Superintendent hereby agrees to obtain and maintain such certification at all times this contract is in force. This Agreement shall be void should the Superintendent not obtain or no longer possess such certification.

2. OUTSIDE PROFESSIONAL ACTIVITIES

The Superintendent may undertake 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 Superintendent.

3. TERM

The term of said employment is three (3) years, from July 1, 2024 to June 30, 2027. The Superintendent and the Board agree they shall adhere to the following procedure to extend the Superintendent's employment under this Agreement.

- A. Prior to the end of the first year of a three-year agreement, the Board of Education, at the request of the Superintendent, may vote for a new agreement.
- B. Prior to the end of the second year of a three-year agreement (or prior to the last year of this Agreement), the Board of Education shall vote for a new agreement. At least three months prior to that time, the Superintendent shall notify the Board that her contract is about to expire and shall provide the Board this contract clause.

- C. The provisions of this paragraph to the contrary notwithstanding, the provisions of Section 9 shall take precedence and the Superintendent's employment may be terminated under the provisions of said section.

4. BASE SALARY

- A. The base salary of the Superintendent for the period from July 1, 2024 to June 30, 2026 shall be the sum of \$220,000 in periodic payments in accordance with the established pay dates for the school district.
- B. The salary for subsequent years shall be as negotiated between the Board and the Superintendent prior to the commencement of the new contract year. Any adjustment in base salary made during the life of this Agreement shall be in the form of an amendment and shall become part of this Agreement provided, however, that by doing so the Board shall not be deemed to have entered into a new agreement with the Superintendent nor shall the termination date of this Agreement be deemed extended. Under no circumstances shall base salary as defined above be less than the base salary for the prior year. In the absence of an agreement between the Board and the Superintendent, the base salary shall remain the same as for the preceding year.

5. FRINGE BENEFITS AND WORKING CONDITIONS

- A. The Board shall provide the Superintendent with twenty (20) sick days annually cumulative to two hundred twenty (220) days. The Board agrees that the Superintendent shall have access to up to eighty (80) sick days that shall be advanced in case of serious illness and shall be repaid as sick leave is further provided under this Agreement. The Board shall not pay for accumulated sick days upon termination of the Superintendent's employment.
- B. The Board shall provide the Superintendent with twenty-eight (28) vacation days annually, exclusive of legal holidays, with the opportunity to carry over five (5) unused vacation days per year up to a maximum carry over of fifteen days. The Superintendent will be paid for earned unused vacation days at the time of termination in a lump sum, provided such termination is by mutual agreement or effected pursuant to Section 9, paragraphs B or D. In the event of death, unused vacation pay will be paid to the Superintendent's estate.
- C. The Superintendent will be eligible for all holidays designated generally for administrators in the Granby Public Schools.
- D. Because of the multitude of after-hour responsibilities, and the professional nature of the Superintendent's position, personal leave may be taken at the discretion of the Superintendent as the need arises for medical visits, care of relative or spouse, personal legal requirements and bereavement, not to exceed six (6) days per year. No carryover of unused personal days upon the start of a new year is allowed.
- E. The Board shall provide the Superintendent (and family) with paid Granby Health Plan coverage as described in the Granby Employee Health Plan specifications with benefits itemized in the current Agreement between the Granby Education Association and the Granby Board of Education, including the provision for premium cost sharing. The Board shall also contribute 50% of the amount of the applicable HSA deductible amount to be paid on July 1 of each contract year.

- F. The Board encourages the Superintendent to continue her professional development and expects her to participate in relevant learning experiences. Subject to the availability of budgeted appropriations, the Superintendent shall attend professional meetings at the local, state, and national level, the expenses related thereto to be paid by the Board.
- G. The Board shall, upon presentation of proper evidence of course completion, reimburse the Superintendent to a maximum of \$3,000 per contract year for total out-of-pocket tuition expenses incurred toward completion of the Superintendent's doctoral degree.
- H. The Superintendent may enroll her children in the Granby Public Schools at no cost to the Superintendent.
- I. The Board shall provide term life insurance for the Superintendent at three (3) times annual salary for the term of this Agreement.
- J. The Superintendent shall be provided an in-district and out-of-district travel allowance of \$4,800 in each year of the contract prorated on a monthly basis.
- K. The Board shall pay the premium for a long-term disability insurance policy to compensate the Superintendent for 60% of her base salary under this Agreement after a one hundred eighty (180) day qualifying period or proof of existing coverage.
- L. The Board shall provide the Superintendent with one hundred twenty (120) days of salary, less any funds received from worker's compensation, for absence due to any accident arising out of her employment with such absence not chargeable to sick leave accumulation. After one hundred twenty (120) days, the Superintendent will continue to receive sick pay, less worker's compensation, with such absence to be charged against accumulated sick leave on a pro-rata basis.
- M. Because of the multitude of after-hour responsibilities, and the professional nature of the Superintendent's position, the Superintendent will be provided free of expense the use of electronic communication devices, such as cell phones, beepers, tablets and personal computers to conduct business matters related to operating the District.

6. GOALS AND OBJECTIVES

Each year the Board and Superintendent shall cooperatively develop schematic goals and objectives for the following year. For purposes related to the Superintendent's evaluation, the system-wide goals for any year of this Agreement shall be completed by the first regular Board meeting of October in the preceding year, except as modified by mutual agreement.

7. EVALUATION FORMAT

The Board shall evaluate and assess the performance of the Superintendent at least annually during the term of this Agreement. Said evaluation and assessment shall be reasonably related to the goals and objectives of the District for the year in question. The Superintendent shall submit to the Board a recommended format for said evaluation and assessment of his performance (hereinafter "evaluation format"). The evaluation format shall be reasonably objective and shall provide for a rating system both as to overall performance and as to the specific criteria set forth in the evaluation format.

An interim evaluation of progress toward completion of the year's goals shall be conducted by January 31st of each year. An annual evaluation of both general performance (to include at least the following criteria: educational program, Board/Superintendent relations, community relations, personnel relations, business matters, professional leadership and personal qualities), and performance related to the year's specific goals, shall be completed by June 30th of each contract year. The Board shall meet and discuss the evaluation format with the Superintendent and attempt in good faith to agree on the development and adoption of a mutually agreeable evaluation format. The Board shall adopt an evaluation format within ninety (90) days of the effective date of this Agreement. If the parties cannot agree, the most recently adopted format will be used.

8. EVALUATION

The Board shall evaluate the Superintendent in executive session within ninety (90) days but not less than sixty (60) days prior to the expiration of each year of this Agreement. The evaluation may include recommendations as to areas of improvement in all instances where the Board deems performance to be deficient and all other instances where the Board deems such to be necessary or appropriate. A copy of a written evaluation report, if any, shall be delivered to the Superintendent within thirty (30) days of its completion and the Superintendent shall have the right to make a written reaction or response to any such written evaluation, which shall become a permanent attachment to the Superintendent's personnel file. Within thirty (30) days of completion of the annual evaluation of the Superintendent, the Board shall meet in executive session with the Superintendent to discuss the evaluation. The performance evaluation process shall be kept confidential to the extent permitted by law.

Whenever the Board has evaluated performance, in whole or in part, to be deficient, or has made recommendations as to areas of improvement, the Chair of the Board may appoint a committee of not less than two (2) members of the Board to meet in executive session with the Superintendent to endeavor to assist the Superintendent in improving her performance. The committee may report in writing to the full Board, with a copy to the Superintendent, its activities and the results thereof, within ninety (90) days. Thereafter, the Board may continue the Committee and require additional reports where necessary. At the first Board meeting to be held during the evaluation period, the Superintendent shall provide the Board this agreement clause.

9. TERMINATION

- A. The parties may terminate this Agreement at any time, by mutual consent.
- B. The Superintendent may terminate this Agreement upon written notice of one hundred twenty (120) days.
- C. The Board may terminate this Agreement during its term for one or more of the following reasons:
 - (1) Inefficiency or incompetence;
 - (2) Insubordination;
 - (3) Moral misconduct;
 - (4) Disability shown by competent medical evidence; or
 - (5) Other due and sufficient cause.

In the event the Board seeks to terminate this Agreement for one of the above reasons, it shall serve the Superintendent with written notice that termination of her agreement is under consideration. Such notice shall be accompanied by a written statement of reasons. Within fifteen (15) days after receipt from the Board of written notice that agreement termination is under consideration, the Superintendent may file with the Board a written request for a hearing before the Board which shall be held within twenty (20) days after receipt of such request. The Board shall render its decision within fifteen (15) days of such hearing and shall send a copy of its decision setting forth the reasons and evidence relied on to the Superintendent. The Board's decision shall be based on the evidence presented at the hearing.

Such hearing may be held in executive or public session at the option of the Superintendent. The Superintendent shall have the right to legal counsel at her own expense. Any time limits established herein may be waived by mutual agreement of the parties.

D. If the Superintendent is terminated due to disability, the Board shall pay the accumulated vacation and sick leave benefits provided in this Agreement.

10. GENERAL PROVISIONS

- A. If any part of this Agreement is invalid, it shall not affect the remainder of said Agreement, but said remainder shall be binding and effective against all parties.
- B. This Agreement contains the entire agreement between the parties and supersedes all prior agreements between the parties. It may not be amended orally but may be amended only by an agreement in writing signed by both parties.
- C. This Agreement shall be governed and construed in accordance with the laws of the State of Connecticut, and the parties' consent to the exclusive jurisdiction of the appropriate state or federal court in Connecticut.

IN WITNESS WHEREOF, the undersigned have executed this Agreement on the dates hereinafter set forth.

By: Cheri P. Burke
Cheri P. Burke
Superintendent of Schools

Date: June 26, 2024

By: Monica L. Logan
Monica L. Logan
Chairman, Board of Education

Date: July 1, 2024

ADDENDUM TO SUPERINTENDENT'S AGREEMENT
Year 2: 2025-2026 School Year

This Superintendent Agreement Addendum (the "Addendum") is made on _____ (date)
by and between:

Employer: Board of Education of the Town of Granby ("Board"), and

Employee: Cheri P. Burke ("Superintendent").

This addendum shall be added to the original agreement dated July 1, 2024 to June 30, 2027, effective July 1, 2025.

As per Section 3 (TERM); Letter A...Prior to the end of the first year of a three-year agreement, the Board of Education, at the request of the Superintendent, may vote for a new agreement.

The aforementioned Superintendent Agreement is hereby amended as follows:

SECTION 4. BASE SALARY

A. **Replace with:** The base salary of the Superintendent for the period July 1, 2025 to June 30, 2026 shall be the sum of (a) \$230,000 payable in periodic payments in accordance with the established pay dates for the school district, and (b) an additional amount of \$4,600 to be paid to Cheri P. Burke in substantially equal installments during the contract year as to which amount the Superintendent will arrange to have an elective deferral deducted from her salary on a pre-tax basis as permitted under Section 403(b)(12)(A)(ii) of the Internal Revenue Code, as amended, including the applicable 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 she chooses from the Board's list of approved 403(b) vendors pursuant to the Board's 403(b) plan available to Board employees in accordance with Section 403(b) of the Internal Revenue Code, as amended, and (c) an additional sum equal to \$4,600 to be paid to Cheri P. Burke in substantially equal installments during the contract year, as to which amounts she will arrange to have an annual deferral deducted from her salary on a pre-tax basis pursuant to a legally binding salary reduction agreement as permitted under Section 457 of the Internal Revenue Code, as amended, including the applicable catch-up limit of Section 414(v) of the Internal Revenue Code, and then contributed to a Section 457 Plan of the Board that meets the requirements of an eligible governmental plan as defined in the applicable 457 regulations issued by the Internal Revenue Service.

For purposes of reporting the Superintendent's Salary to the Connecticut State Teachers Retirement System, and for calculating the amount of the Superintendent's mandatory employee contributions to be deducted from her salary and paid to the Connecticut State Teachers Retirement System, the Board shall include the full amount of the total base salary specified in

Section A (a) and (b) and (c) above.

SECTION 5. FRINGE BENEFITS AND WORKING CONDITIONS

A. Replace with: The Board shall provide the Superintendent with twenty (20) sick days annually cumulative to two hundred twenty (220) days. The Board agrees that the Superintendent shall have access up to eight (80) sick days that shall be advanced in case of serious illness and shall be repaid as sick leave is further provided under this agreement. Upon reaching six or more years of employment with Granby Public Schools, the Superintendent shall be paid twenty-five percent (25%) one-half of the sick leave days accrued at the current year's per diem rate; upon reaching ten (10) or more years of employment with the Granby Public Schools, the Superintendent shall be paid fifty percent (50%) of the sick leave days accrued at the then current year's per diem rate, upon her resignation or retirement from Granby Public Schools.

B. Replace with: The Board shall provide the Superintendent with twenty-eight (28) vacation days annually, exclusive of legal holidays, with the opportunity to carry over five (5) unused vacation days per year up to a maximum carry over of fifteen days. The Superintendent will be paid for earned unused vacation days at the time of termination in a lump sum, provided such termination is by mutual agreement or effected pursuant to Section 9, paragraphs B or D. In the event of death, unused vacation pay will be paid to the Superintendent's estate. In addition, the Board will compensate the Superintendent for no more than ten (10) days annually for unused vacation days at the current year's per diem rate of pay. The Superintendent will keep the board chair apprised of vacation days taken.

E. Replace with: The Board shall provide the Superintendent (and family) with Granby Health Plan coverage as described in the Granby Employee Health Plan specifications with benefits itemized in the current Agreement between the Granby Education Association and the Granby Board of Education, including the provision for premium cost sharing. The Board shall also contribute 50% of the amount of the applicable HSA deductible amount to be paid on July 1 of each contract year.

Upon resignation or retirement from employment with Granby Public Schools (prior to age 65), the Board of Education will fund 50% of the cost of the group health insurance plan(s) provided to district administrators. At age 65, the superintendent may continue in the group health insurance plan(s) provided to district administrators, including the Medicare supplemental plan made available to retired administrators who participate in Medicare Parts A and B. The Superintendent shall contribute the subsidy received from the Connecticut State Teachers Retirement Board to offset part of the cost for such health insurance coverage, and the Board shall bear the remaining cost for such health insurance coverage for the Superintendent for as long as she is eligible to receive benefits from the State Teachers Retirement Board. This provision shall only be applicable if the Superintendent is not otherwise employed or receiving benefits from other sources. This provision is not intended to provide insurance coverage for the Superintendent should she be serving in another position elsewhere or otherwise gainfully employed.


G. Replace with: The Board of Education will make monthly contributions of \$425 to assist with healthcare, prescription and other costs to support the physical and mental well-being of the Superintendent. This stipend is considered taxable income and will be included in regular payroll distributions, subject to applicable tax withholdings.

SECTION 9. TERMINATION

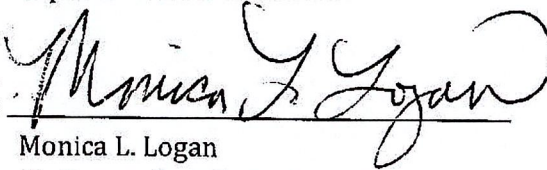
B. Replace with: The Superintendent may terminate this Agreement upon written notice of ninety (90) days.

All other conditions of the original agreement remain unchanged.

IN WITNESS WHEREOF, the undersigned have executed this Addendum on the dates hereinafter set forth.

By: 
Cheri P. Burke
Superintendent of Schools

Date: 6-30-2025

By: 
Monica L. Logan
Chairman, Board of Education

Date: 6-30-2025