

HARTLAND BOARD OF EDUCATION

HARTLAND SCHOOL DISTRICT, HARTLAND, CONNECTICUT

CONTRACT OF EMPLOYMENT

SUPERINTENDENT OF SCHOOLS

Whereas the Board of Education of the Town of Hartland, Connecticut (hereinafter called the "Board") has elected Immacolata Canelli to serve as Superintendent of Schools in accordance with Connecticut Statutes 10-157, and whereas Immacolata Canelli (hereinafter called the "Superintendent") has accepted that responsibility to serve as Superintendent of Schools of the Town of Hartland, Connecticut.

1.DUTIES

The Superintendent is the chief executive officer of the Board. In harmony with the policies of the Board and state laws, the Superintendent has executive authority over the school system and responsibility for its supervision. She has the general authority to act at his discretion, subject to later approval by the Board, upon all emergency matters and those as to which his 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 Board Committee meetings and she or her designee may attend such meetings.

2.OUTSIDE PROFESSIONAL ACTIVITIES

By agreement with the Board, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations.

3.TERM

The term of employment under this Agreement is from July 1, 2024 through June 30, 2027.

4.COMPENSATION

The Superintendent will be paid a salary of \$79,552 based on an average of two work days per week (104 days, annually). The Superintendent may work an additional 10 days a year at a per diem rate, as necessary, without Board approval. The Superintendent will receive 5 personal days a year to be taken each school year. The compensation package will be reassessed annually.

5.TRAVEL REIMBURSEMENT

The Superintendent shall receive a stipend of \$4000 to be paid in four payments of \$1000.00 at the beginning of the following months: September, December, March and June to help cover mileage to and from work for the Superintendent.

6.BENEFITS

The Superintendent will receive a reimbursement for medical expenses in the amount of \$10,000 per school year. The Superintendent shall be provided a \$100,000 term life insurance policy.

#### 7.SUPERVISION AND EVALUATION

The parties agree that supervision and evaluation of the Superintendent is the responsibility of the Board.

#### 8.TERMINATION

A. This Agreement may be terminated by either party upon sixty (60) days written notice to the other party.

B. The Board may terminate this Agreement during its term for one or more of the following reasons:

1. Inefficiency or incompetence; 2. Insubordination against reasonable rules of the Board; 3. Moral misconduct; 4. Disability as shown by competent medical evidence; 5. Other due or sufficient cause

In the event the Board seeks to terminate this Agreement for one of the above reasons, it shall serve on the Superintendent 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 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 if the decision is to terminate this Agreement, the Board shall inform the Superintendent in writing of the reasons for its decision and the evidence relied on. The Board's decision shall be based on the evidence presented at the hearing. Such hearing may be in executive or public session at the option of the Superintendent, to the extent permitted by law. The Superintendent shall have the right to legal counsel at her own expense.

#### 9.GENERAL PROVISIONS

The Agreement contains the entire Agreement between the parties. It may not be amended orally but may be amended by written agreement of the parties. If any part of the Agreement is invalid, such invalidity shall not affect the remainder of this Agreement which shall be binding and effective against all parties.

IN WITNESS WHEREOF, the undersigned has executed this Agreement on the day and year set forth below

  
Immacolata Canelli, Superintendent

Date: 8/28/24

  
Pamela J. Weber, Board of Education Chair

Date: Aug 28, 2024