

**AGREEMENT BETWEEN THE  
AVON BOARD OF EDUCATION  
AND  
Director of Security & Safety**

**July 1, 2022 – June 30, 2025**

It is hereby agreed by and between the Board of Education of the Town of Avon (hereinafter called the “Board”) and James Connelly (hereinafter called the “Director of Security & Safety”) that the said Board does hereby agree to the employment of said James Connelly, for the period from July 1, 2022 through June 30, 2025.

Both parties agree that said employee shall perform the duties of the Director of Security & Safety in and for the public schools in said district as prescribed by the law of the State of Connecticut and by the rules, policies, and regulations made there under by the Board.

COMPENSATION: 2022-2023: \$75,196

AUTOMOBILE ALLOWANCE: \$3,000 annually paid bi-weekly

CONDITIONS:

1. Compensation shall be paid in equal bi-weekly installments.
2. This agreement may be terminated at any time for good cause. Upon request made within five days of receipt of the notice of termination, the Director of Security & Safety shall be entitled to a statement of the reason for such termination. The Director of Security & Safety shall, upon written request, filed with the Board within ten days of receipt of such statement, be entitled to a hearing before the Board to be held at the next regularly scheduled Board meeting. Following any such hearing, the Board shall reconsider its action and shall notify the Director of Security & Safety in writing of its decision. If the Director of Security & Safety chooses to be accompanied by legal counsel at the hearing, he will assume the cost of legal expenses.
3. The Director of Security & Safety must give an advanced notice of thirty (30) days to the Superintendent at time of resignation.
4. If the Director of Security & Safety has a complaint or concern he may follow the procedure detailed in Board Policy #2000.
5. The Director of Security & Safety will report to both the Superintendent and the Director of Operations.
6. An evaluation of job performance will be completed by the Superintendent or the Director of Operations on or before June 30 of each year.
7. The annual evaluation of the Director of Security & Safety will correspond to the approved job description for the position of Director of Security & Safety.
8. Arbitration by American Dispute Resolution Center. Any controversy or claim arising out of or relating to this Agreement, or the breach thereof, shall be settled by arbitration in accordance with the Employment Arbitration Rules of the American Dispute Resolution Center, Inc. by a single arbitrator, and judgment upon the award rendered by the arbitrator may be entered in any court having jurisdiction thereof. The arbitration shall be conducted in the English language in Hartford County, Connecticut. The Parties shall be responsible for payment of their own legal fees.
9. The Board is not obligated to pay for any/all accumulated sick leave days.
10. The Board may require a satisfactory physical examination on an annual basis.
11. Benefits associated with the position of Director of Security & Safety are listed in ATTACHMENT A – STATEMENT OF BENEFITS.

**ATTACHMENT "A"**

**Director of Security & Safety  
STATEMENT OF BENEFITS**

1. **VACATION DAYS:** 25 days annually subject to the approval by the Superintendent of Schools and/or his/her designee. Requests shall be made a minimum of forty-eight (48) hours in advance recognizing that emergencies may occur that would impact the request period. Only 10 vacation days may be requested to roll into the following fiscal year.
2. **WORK SCHEDULE:** The work year shall be twelve (12) months.
3. **HOLIDAYS:** 13

New Year's Day	Martin Luther King Day	Presidents' Day
Good Friday	Memorial Day	Labor Day
Columbus Day	*Veterans' Day (Floating Holiday)	Thanksgiving Day
Day after Thanksgiving	Independence Day	
Christmas Day	Day after Christmas	
4. **SICK DAYS:** 15
  - a. Earned a one and one quarter days of each continuous month worked.
  - b. Unused sick leave will not accumulate beyond 180 days.
  - c. In the event of extreme hardship, the Board, with the Superintendent's recommendation, may grant up to thirty (30) days of additional sick time.
  - d. In the event of an absence for illness in excess of three (3) or more consecutive days, the Superintendent may request the filing of a doctor's certificate, or if the Superintendent believes there is an abuse of the sick leave, may require an examination by the District Physician.
5. **PERSONAL DAYS:** 5 days with prior approval of the Superintendent of Schools where absence from work is necessary and unavoidable. Requests shall be made a minimum of forty-eight (48) hours in advance recognizing that emergencies may occur that would impact the request period.
6. **BEREAVEMENT DAYS:** 5 days for death of a spouse, child or parent or in-laws, 4 days for death of a grandparent, siblings and 1 day for aunt or uncle.
7. **TERM LIFE INSURANCE:** Two (2) times basic annual salary paid by the Board, not to exceed \$250,000. The Director of Security & Safety will be provided an option to purchase an additional \$75,000 at his/her own expense.
8. **LONG TERM DISABILITY INSURANCE:** The Board will provide long term disability insurance to the Director of Security & Safety. Any such disability insurance will not exceed sixty percent (60%) of income at the time of being declared eligible and a waiting period of one hundred eighty (180) days.
9. **PENSION:** The Board of Education will contribute \$5,500.00 to a designed tax sheltered annuity (403b)
10. **AUTOMOBILE ALLOWANCE:** The Board shall provide an allowance for the use of the Director of Security and Safety's personal automobile in carrying out the Director of Security and Safety's responsibilities under this Agreement, in the amount of Three Thousand Hundred Dollars (\$3,000.00) per year, prorated for any partial year of service, and paid in equal bi-weekly payments during with the Director of Safety and Security is employed. Payment of the automobile allowance shall be subject to any and all applicable tax withholding and reporting requirements.

11. PROFESSIONAL DEVELOPMENT: Subject to budget appropriations and the approval of the Superintendent, the Director of Security & Safety may attend appropriate professional training programs.
12. JURY DUTY: In the event the Director of Security & Safety is called to jury duty, he/she shall be granted the difference between jury pay and his regular salary. Time lost for jury duty shall not be charged against sick leave or vacation leave.
13. WORKERS' COMPENSATION: Shall be granted as paid leave due to absence from duty caused by an accident, illness, or injury that occurred while the Director of Security & Safety was engaged in the performance of his duties, and is authorized by the Workers' Compensation Commissioner. The Board shall provide Workers' Compensation insurance, which pays the employee a percentage of his/her salary, or average earning during the period of disability. When the absence under this employment contract is covered by Workers' Compensation, the Director of Security & Safety shall also be entitled to partial sick leave payment on a prorated basis, but combined benefits shall not exceed the employee's regular net weekly wages. No deduction of days from the accumulated sick leave payment shall be charged against her accumulated sick leave for the first thirty (30) working days. The Board will pay the difference between Workers' Compensation and the employee's regular pay during the first thirty (30) days.

After the thirty (30) working days, the deduction of days from accumulated sick leave of the employee receiving benefits under Workers' Compensation shall be equivalent in percentage to that prior to the employee's regular salary not covered by Workers' Compensation payments through the term of coverage by Workers' Compensation.

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Director of Security & Safety

6/15/22

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Date

Dr. B. Heston Carnemolla  
Superintendent of Schools

15 June 22

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Date