

## WOODBIDGE BOARD OF EDUCATION EMPLOYMENT AGREEMENT

This contract is an agreement, made this 17<sup>th</sup> day of June 2019 between the Board of Education of the Town of Woodbridge, (hereafter referred to as the "BOARD") and Alfred Pullo, Jr.

The Board has assigned Alfred Pullo, Jr. to the position of Director of Business Services & Operations of the Woodbridge School District. This employment agreement is for the period beginning July 1, 2019 through June 30, 2022.

As an employee of the Board, Mr. Pullo will diligently perform his assigned duties to the best of his ability in accordance with the policies, procedures, practices and under directives and supervision of the Board and its Superintendent of Schools and consistent with applicable state and federal laws and regulations. In addition to the foregoing, Mr. Pullo, while employed in the position of Director of Business Services/Operations, will faithfully discharge the duties and responsibilities of the job description for that position as approved by the Board, a copy of which is attached and marked Schedule A.

As compensation for his service, Mr. Pullo shall receive an annual salary of \$123,352 for the 2019-20 school year, paid in biweekly installments. His salary for 2020-21 and 2021-22 shall be as determined by the Board. His employment shall be full-time and his work shall be deemed to be twelve (12) months from July 1st to June 30th based on a 260 day work year.

In addition, each year of the contract the Board shall make a contribution on Mr. Pullo's behalf to a tax-sheltered annuity in an amount equal to one (1.5%) percent of his salary for the year in which the contribution is made.

Mr. Pullo shall receive eighteen (18) Sick days for the 2019-20 school year, per work year cumulative to a maximum of two hundred (200) days, to be taken when he is physically unable to perform his work assignments. Mr. Pullo shall also receive three (3) personal days for the 2019-20 school year.

For each school year, twenty-five (25) vacation days per year will be granted. The vacation days will be credited on July 1 of each contract year. Any unused vacation days at the end of June, up to a limit of fifteen (15) days per year, may be carried over to the next year. Any additional accumulated days beyond fifteen (15) are lost on June 30. Vacation days shall be scheduled by mutual agreement with the Superintendent. If Mr. Pullo resigns or is terminated prior to the end of the employment year, Mr. Pullo is eligible to be paid for accrued vacation days only and the District is to be reimbursed at the per diem rate for any credited days taken that were not accrued at the time of departure.

Mr. Pullo shall be granted life insurance in the amount of two times his salary. He is entitled to the same medical insurance benefits and co-pay/premium share as members of the Woodbridge Association of School Administrators.

As an administrator, and as a condition of employment, Mr. Pullo shall, at all times, possess a valid School Business Manager Certificate (085) issued by the Connecticut State Department of Education.

Mr. Pullo shall be evaluated at least annually by the Superintendent of Schools or his/her designee.

Upon retirement from the Woodbridge Public Schools and not less than five (5) years of employment in Woodbridge, Mr. Pullo may continue participation in the employee medical coverage plan, and as said plan may be subsequently amended or modified, at the employee's own expense until age 65. Beginning at age 65 and above, he shall be entitled to Board provided Medicare supplemental insurance (employee and spouse) including the Medicare provided Drug Benefits Plan, including but not limited to medical, dental, prescription drug, vision and hearing care plans. The Board shall provide a financial subsidy for the cost of the Medicare supplemental coverage at a cost not to exceed the cost of 2-person coverage for the State of Connecticut Teachers Retirement Board ("TRB") plan. Mr. Pullo shall be responsible for paying for both Medicare Part A and Medicare Part B.

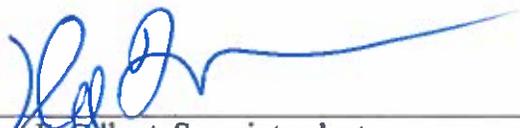
This contract shall be in effect from July 1, 2019 through and including June 30, 2022. It may be terminated at any time by mutual agreement of the parties or through Mr. Pullo's resignation or death, provided that in case of resignation, he shall give at least thirty (30) days written notice of resignation, unless the Board in its discretion accepts a shorter notice period. Since Mr. Pullo is employed by the Board pursuant to the provisions of Section 10-145(d) of the Connecticut General Statutes, he may be terminated at any time for cause after notice and an opportunity for hearing before the Superintendent, in which case this contract will be terminated and of no further force and effect as of the date of his termination.

The parties acknowledge ongoing discussions, at both the state and local levels, regarding shared services for municipalities. This could result in the modification and/or elimination of the position of Director of Business Services & Operations. Should such plan be implemented during the term of this agreement, the parties hereby agree that the Board of Education may cancel this agreement, providing not less than one-hundred twenty (120) days' notice, without further obligation.

This entire agreement between the parties and supersedes any and all other agreements previously reached, whether verbal or written. This agreement shall become final upon its approval and execution by Mr. Pullo and upon its subsequent execution by the Superintendent of the Woodbridge School District.

  
\_\_\_\_\_  
Alfred Pullo, Jr., Director of Business Services & Operations

9/20/19  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Robert F. Gilbert, Superintendent

9/20/19  
\_\_\_\_\_  
Date