

EMPLOYMENT AGREEMENT FOR
COMPUTER INFORMATION SYSTEMS MANAGER

This Agreement is made by and between the Regional School District No. 5 (Amity) Board of Education (hereinafter called the "Board") and Kevin Keller (collectively, the "Parties"). In consideration of the mutual covenants and agreements set forth herein, the Parties agree as follows:

1. Employment.

The Board hereby employs Kevin Keller as Computer Information Systems Manager for Amity Regional School District No. 5 (hereinafter called the "District"), and Kevin Keller (hereinafter called the "Computer Information Systems Manager") accepts such employment pursuant to the terms and conditions set forth herein.

2. Duties.

Under the direction and supervision of the Director of Technology, the Computer Information Systems Manager shall be responsible for managing the District network, including Wi-Fi, switches, and wiring; installing/upgrading and monitoring local area network (LAN); managing internet operations; communicating with outside vendors; installing and upgrading security cameras; performing server maintenance and installations; maintaining exchange environment and SPAM filters; monitoring/creating virtual machines; deploying software; monitoring anti-virus applications and cybersecurity threats monitoring; ; maintaining the telephone system; assisting the technicians in their roles; performing a variety of maintenance, evaluation, installation, and performance tuning to ensure performance meets District and user requirements; and any other related duties as determined by the Superintendent of Schools.

3. Term.

This Agreement shall become effective July 1, 2025 and shall remain in effect through June 30, 2028, subject to prior termination in accordance with the provisions of the section of this Agreement entitled "Termination." The Parties agree that in the event that either the Board or the Computer Information Systems Manager do not agree to either extend this Agreement beyond June 30, 2028, or do not negotiate a successor agreement, the Computer Information Systems Manager's employment with the Board shall terminate effective on June 30, 2028. Upon execution of this Agreement by the Parties, the Agreement shall supersede all prior agreements between the Parties.

4. Work Year and Schedule.

The work year for the Computer Information Systems Manager shall be twelve months, from July 1, until June 30. The Computer Information Systems Manager position is classified as exempt from the minimum wage and overtime provisions of state and federal law. Nevertheless, it is understood and agreed that the Computer Information Systems Manager is

expected to work during the District's normal office hours. In addition, it is understood and agreed that the Computer Information Systems Manager shall be available outside the District's normal office hours to conduct the business of the District and that the Computer Information Systems Manager is expected to be available to respond as needed to carry out the responsibilities of the position outside normal office hours.

5. Salary and Other Compensation.

As used in this Agreement, the terms "year" and "contract year" shall be defined as the fiscal year, which begins on July 1 and ends on June 30. Any and all components of the salary set forth in this Agreement and any and all provisions regarding leave benefits shall be pro-rated for partial years of service as Computer Information Systems Manager.

a. Salary.

The salary of the Computer Information Systems Manager shall be Ninety-Five Thousand, Two Hundred Eleven Dollars (\$95,211) per year for the 2025-26 contract year.

The salary of the Computer Information Systems Manager shall be Ninety-Seven Thousand, Eight Hundred Thirty Dollars (\$97,830) per year for the 2026-2027 contract year.

The salary of the Computer Information Systems Manager shall be One Hundred Thousand, Five Hundred Twenty Dollars (\$100,520) per year for the 2027-2028 contract year.

b. Sick Leave.

The Board shall provide the Computer Information Systems Manager with fifteen (15) days of sick leave per contract year, cumulative to one hundred fifty (150) days. Such sick leave shall accrue at the beginning of each contract year. The Computer Information Systems Manager's use of such sick leave shall be in accord with the sick leave policies of the Board.

c. Vacation Leave.

The Board shall provide the Computer Information Systems Manager with Thirty (30) days of vacation leave per fiscal year, exclusive of legal holidays on which the Board's offices are closed, with such vacation leave to be taken during the fiscal year in which it is accrued. Such vacation leave shall accrue at the beginning of each contract year. The Computer Information Systems Manager may not carry over any days of vacation leave from one contract year to another without prior approval from the Superintendent of Schools. The scheduling of all vacation leave shall require the prior approval of the Director of Technology. The Computer Information Systems Manager may not carryover any vacation days from one contract year to another without prior written approval of the Superintendent of Schools. The Computer Information Systems Manager may carryover and use a maximum of ten (10) vacation days to the next contract year with the approval of the Superintendent of

Schools; however at no time may the Computer Information Systems Manager have more than ten (10) vacation days banked in addition to their vacation time credited during the then current contract year.

In the event of the death of the Computer Information Systems Manager, payment for any accrued but unused vacation leave will be made to the estate of the Computer Information Systems Manager on a prorated basis at the Computer Information Systems Manager's per diem rate as described below. In the event that the Computer Information Systems Manager resigns or retires from employment with the Board during or at the end of the term of this Agreement, the Computer Information Systems Manager shall be entitled to be paid for unused vacation leave accrued during the fiscal year in which the Computer Information Systems Manager resigns or retires on a prorated basis at the Computer Information Systems Manager's per diem rate, based on the number of months remaining in the contract year as of the effective date of such resignation or retirement. In order to be eligible for any such payment for unused vacation leave upon resignation or retirement. The Computer Information Systems Manager must provide the Superintendent of Schools with written notice of such resignation or retirement at least forty (45) days prior to the effective date of resignation or retirement.

Any payment for unused accrued vacation leave to be made to the Computer Information Systems Manager in accordance with this section shall be paid at the per diem rate for the Computer Information Systems Manager, which shall be calculated at 1/260th of the annual salary of the Computer Information Systems Manager. Vacation days carried over in accordance with this subsection shall not be paid out upon separation from employment.

d. Personal Leave.

The Superintendent of Schools may provide the Computer Information Systems Manager with up to five (5) days of personal leave per contract year in order to permit the Computer Information Systems Manager to conduct personal business that cannot be conducted outside of the regular work day. Personal leave shall not carry over from one contract year to another. Except in emergencies, the Computer Information Systems Manager shall submit requests to use personal leave to the Director of Technology at least three (3) business days in advance of the date on which leave is requested to be used.

f. Leave for Critical Illness/Bereavement.

The Computer Information Systems Manager shall be entitled to leave with pay as follows:

- i.** Each death or critical illness of a family member (parent, child, spouse, sibling, parent-in-law, stepchild): a maximum of five (5) days.

- ii. Each death or critical illness of a grandparent, aunt, uncle, sister-in-law, brother- in-law; or a person whose relationship to the Computer Information Systems Manager warrants such attendance: a maximum of three (3) days.

g. Insurance Benefits (General Provisions).

Participation in any and all of the insurance plans described in this Agreement shall be subject to the eligibility requirements of the carrier(s) and/or plan administrator(s). The Board reserves the right to change the specific insurance plan(s) or carrier(s) for such insurance coverage, and/or to self-insure for such coverage, at any time during the term of this Agreement. The Parties agree that the Board shall not provide insurance benefits to the Computer Information Systems Manager upon retirement, except as may be required by law.

h. Health and Dental Insurance.

The Board shall provide health and dental insurance coverage for the Computer Information Systems Manager, his spouse, and any eligible dependents of the Computer Information Systems Manager under the High Deductible Health Plan ("HDHP") health insurance plan and dental insurance plan provided for school clerical and administrative assistants employed by the Board as set forth in the collective bargaining agreement between the Local 1303-178 of Connecticut Council, #4 AFSCME, AFL-CIO and the Board. For the period of this Package, the employee's premium costs contributions and the Board's funding of the HDHP deductible will be equal to the contributions of clerical and administrative assistants employed by the Board as set forth in the applicable collective bargaining agreement between the Local 1303-178 of Connecticut Council, #4 AFSCME, AFL-CIO and the Board. The Board will maintain, to the extent provided by law, a plan under Section 125 of the Internal Revenue Code, in order to allow the Computer Information Systems Manager to pay his insurance premium contributions on a pre-tax basis.

i. Life Insurance.

The Board shall provide and pay for term life insurance for the Computer Information Systems Manager with a face amount of two and one-half (2 ½) times the annual salary of the Computer Information Systems Manager.

j. Long-Term Disability Insurance.

The Board will provide and pay for long-term disability insurance for the Computer Information Systems Manager. The disability insurance plan shall provide a benefit equal to sixty percent (60%) of the salary for the Computer Information Systems Manager, subject to a maximum benefit of five thousand (\$5,000) dollars per month payable to age sixty-five (65), and subject to a one hundred eighty (180) day waiting period.

k. Pension.

The Computer Information Systems Manager shall be covered by the District's Pension Plan, subject to all of the terms and conditions of such pension plan, as may be amended from time to time.

- i.** Car allowance annually paid in monthly stipend.
 - \$ 800.00 for the 2025-2026 contract year
 - \$ 850.00 for the 2026-2027 contract year
 - \$ 900.00 for the 2027-2028 contract year

7. Professional Associations.

The Board shall pay the annual dues for the membership of the Computer Information Systems Manager in the CoSN (Consortium for School Networking). The Board shall pay for the Computer Information Systems Manager to attend one national conference in the 3-year contract term.

8. Termination.

- a.** The Parties may by mutual consent and in writing terminate this Agreement at any time and for any reason.
- b.** The Superintendent of Schools may terminate this Agreement for any reason with or without cause, upon written notice to the Computer Information Systems Manager of thirty (30) days.
- c.** The Computer Information Systems Manager may terminate this Agreement upon written notice to the Superintendent of Schools of forty-five (45) days.
- d.** The Superintendent of Schools may terminate this Agreement at any time during the term of this Agreement for good cause. Prior to any such termination, the Superintendent of Schools shall provide the Computer Information Systems Manager with notice of the reason(s) for consideration of the termination of this Agreement and an informal opportunity to be heard regarding consideration of the termination of this Agreement.

9. General Provisions.

- a.** The Computer Information Systems Manager hereby agrees to comply with all policies, regulations and rules of the Board.
- b.** Unless entering into a successor agreement, upon termination of this Agreement, the Computer Information Systems Manager shall deliver all property (including keys, records, notes, data, memoranda, and equipment) to the Board that is in the Computer Information Systems Manager's possession or control, which is the Board's property or related to Board business.
- c.** This Agreement shall be governed by and construed in accordance with the laws of the State of Connecticut without regard to conflict of law provisions. Any claims,

legal proceedings, or litigation arising in connection with this Agreement will be brought solely in Connecticut and all Parties consent to the jurisdiction of such courts.

- d.** If any part of the Agreement is found to be invalid or unenforceable, it shall not affect the remaining provisions of this Agreement, and the Agreement shall be construed in all respects as if such invalid or unenforceable provisions were omitted.
- e.** No amendment or modification of this Agreement shall be binding unless said modification or amendment specifically references this Agreement and is in writing and signed by the Parties hereto.
- f.** No waiver by any party of any breach of this Agreement shall be deemed to be waiver of any preceding or succeeding breach.
- g.** The titles of the sections in this Agreement are solely for the convenience of the Parties and shall not be used to explain, modify, simplify, or aid in the interpretation of the provisions of this Agreement.
- h.** Any obligation of this Agreement which, by its nature, must be performed following termination of this Agreement shall be deemed to survive such termination. This Agreement shall be binding upon and inure to the benefit of the heirs at law and executors of the Computer Information Systems Manager.

10. This Agreement contains the entire agreement between the Parties with respect to the subject matter specifically referenced herein. Commencing upon signing, this Agreement supersedes all prior agreements and understandings, both oral and written, between the Parties relating to the subject matter of the Agreement. No person has any authority to make any representation or promise on behalf of any of the Parties not set forth herein, and this Agreement has not been executed in reliance upon any representation or promise except those contained herein.

IN WITNESS WHEREOF, the Parties have executed this Agreement on the last date set forth below:

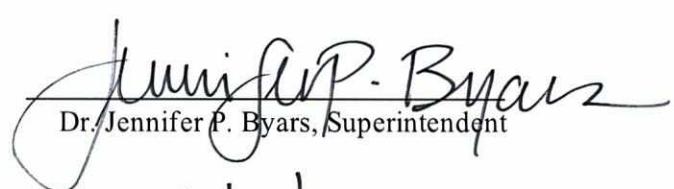
KEVIN KELLER



Kevin Keller

DATE: 06/11/2025

REGIONAL SCHOOL DISTRICT No. 5



Dr. Jennifer P. Byars, Superintendent

DATE: 6/11/25