

LEBANON BOARD OF EDUCATION

AGREEMENT BUSINESS MANAGER

This Agreement is made and entered into this 30th day of May, 2019 by and between the Lebanon Board of Education (the "Board") and, Robert Sirpenski hereinafter referred to as "Business Manager."

WHEREAS, the Board hereby agrees to employ Robert Sirpenski, and Robert Sirpenski agrees to serve as Business Manager for the period beginning July 1, 2019 and ending June 30, 2020 and

WHEREAS, the parties to this Agreement wish to set forth the terms and conditions of such employment,

NOW THEREFORE, the parties agree as follows:

1. The Board agrees to pay the Business Manager, and the Business Manager agrees to accept, for the above-stated period, an annual salary as follows:

- a. For the period from July 1, 2019 through June 30, 2020, a salary of \$97,284. This salary is subject to the required deductions for United States withholding tax and other agreed-to deductions.

2. The Board agrees to pay the Business Manager, for the above-stated period, an annual annuity as follows:

- a. For the period from July 1, 2019 through June 30, 2020, the Board shall annual six thousand dollars (\$6000) to a tax sheltered annuity chosen by the Business Manager. The Board's contribution to the tax sheltered annuity shall be separate and apart from the base annual salary of the Business Manager as set forth in the preceding paragraph.

3. The Business Manager shall work a twelve-month year. He shall be allowed twenty-five (25) vacation days without deduction in salary, which the Business Manager agrees to take at a time or times approved by the Superintendent of Schools. Under ordinary circumstances vacation shall be taken during the summer vacation period. If the Manager desires to schedule his vacation during student vacation periods other than summer vacation, he shall consult with and seek the approval of the Superintendent. Carryover of unused vacation days will be under the same terms and conditions as outlined in the collective bargaining agreement between the Lebanon Board of Education and the Lebanon Administrators' Association. Upon voluntary separation from employment with the Board, the Manager will be compensated on a per diem basis for unused vacation days.

4. The Business Manager shall receive thirteen (13) paid holidays. They shall consist of:

Independence Day	Christmas (2 days)
Labor Day	New Year's Day
Columbus Day	Martin Luther King Day
Veteran's Day	President's Day
Thanksgiving (2 days)	Good Friday
Memorial Day	

5. The Business Manager shall receive twenty (20) sick days per fiscal year for personal illness. Such sick days shall be credited to the Business Manager at the beginning of each contract year. The Business Manager shall receive five (5) personal days.

6. The Business Manager shall be reimbursed for use of his personal vehicle on Board business for travel outside of the school district at the prevailing IRS rate.

7. The Board will pay for membership in the Connecticut Association of School Business Officials (CASBO) on behalf of the Business Manager.

8. The Board shall make available to the Business Manager the option to receive health insurance benefits pursuant to the CT State Partnership Plan, and dental benefits, under the same terms and conditions as outlined in the collective bargaining agreement between the Lebanon Board of Education and the Lebanon Administrators' Association.

The Board shall also provide the Business Manager with group term life insurance at three times his annual salary.

The Board shall have the right to change carriers/plans for any of the types of insurance described above, provided that the overall level of benefits, when considered as a whole, remains substantially comparable.

9. The Business Manager may be reimbursed for the cost of tuition and books for a three-credit course up to a maximum amount equal to the graduate credit cost at the University of Connecticut, but not to exceed reimbursement for more than six (6) credits per contract year. In order to qualify for reimbursement, the Superintendent must approve the course in advance, and the Business Manager must present evidence that she received a "B" grade or better in said course.

10. The Business Manager hereby agrees that for the aforesaid period, he will well and faithfully and to the best of his knowledge, and ability, and skill, serve the District as Business Manager as the Board of Education may require of him.

11. This contract may be terminated as follows:

- a. The parties may, by mutual consent, terminate this Agreement at any time.
- b. The Board may terminate this Agreement for any reason, upon ten business days written notice to the Business Manager.


- c. The Business Manager may terminate this agreement upon ten business days written notice to the Superintendent of Schools.

12. If any of the provisions, terms or clauses of this Agreement are determined to be illegal, unenforceable or ineffective in a legal forum or by operation of law, those provisions, terms and clauses shall be deemed severable, such that all other provisions, terms and clauses of this Agreement shall remain valid and binding upon both parties.


13. This Agreement contains the entire agreement between the parties. It may not be amended orally but may be amended only by an agreement in writing signed by both parties. Commencing upon the effective date, it supersedes any and all prior agreements between the parties.

14. This Agreement shall be construed under the laws of the State of Connecticut.

IN WITNESS WHEREOF, the undersigned have executed this Agreement.



Robert Sirpenski



Robert J. Angeli
Superintendent of Schools

6-4-2019

Date

5-31-19

Date

RECEIVED
Time: 12:35 PM
JUL 12 2019

Town Clerk
LEBANON, CT