



Derby Public Schools

Employment Agreement

Program Coordinator

EMPLOYMENT:

The Derby Board of Education (the Board) does hereby agree to employ Nicholas DiLuggo as the Program Coordinator at RAISE for the Derby Public Schools and does hereby agree to serve in such capacity, all in accordance with the provisions of this Agreement.

DUTIES:

The job responsibilities for the Program Coordinator at RAISE include, but not limited to:

- Direct and coordinate RAISE Academy curriculum and daily operations
- Serve as a liaison between RAISE Academy and referring schools
- Direct, collect, and analyze behavioral data
- Oversee RAISE Internship program
- Attend student support meetings
- Coordinate with local support services
- Communicate with students, parents, and peers relating to student progress toward goals
- Supervise RAISE Academy staff
- Coordinate with referring school cooperating teachers and administrators
- Present school progress summary to local school boards and support agencies
- Track, manage and verify student academic database
- Oversee the implementation of individualized educational programming and student behavior implementation plans

TERM:

This Agreement shall commence on July 1, 2020 and expire on June 30, 2023.

Effective upon signing, this document shall supersede any and all prior contracts and/or agreements between the Board and the Program Coordinator at RAISE, and all of such prior contracts and/or agreements shall be rendered null and void effective on such date.

The parties agree that in the event that either the Program Coordinator at RAISE or the Board do not agree to either extend this Agreement beyond June 30, 2023, or do not negotiate a successor agreement, the Program Coordinator at RAISE's employment with the Board shall terminate effective on June 30, 2023.

EVALUATION

The Program Coordinator at RAISE shall be evaluated, in writing, at least annually by the Superintendent or his/her designee; the evaluation will be conducted with respect to how he performs the duties set forth above and also with respect to any other legitimate purpose or standard determined by the Superintendent. The Program Coordinator at RAISE will be entitled to receive a copy of the written evaluation and to meet with the Superintendent to review the evaluation. The Program Coordinator at RAISE will be entitled to attach a response to such written evaluation which will be included in his personnel file. The evaluation will be provided to the Board before the Board notifies the Program Coordinator at RAISE of its intention to re-elect the Program Coordinator at RAISE or permit the employment relation to end upon the expiration of this agreement.

TERMINATION FOR CAUSE:

The Board may terminate this Agreement for cause. "Cause" shall be defined as: (i) any act or omission that constitutes a breach by the Program Coordinator at RAISE of his duties and responsibilities as the Program Coordinator at RAISE for the Board; (ii) incompetence; (iii) insubordination against the reasonable rules of the Board; (iv) the continued and repeated failure or refusal of the Program Coordinator at RAISE to perform the duties required of his as an employee of the Board; (v) any violation by the Program Coordinator at RAISE of any law or regulation or the Program Coordinator at RAISE's conviction of a felony, or any perpetration by the Program Coordinator at RAISE of a common law fraud; or (vi) any other misconduct by the Program Coordinator at RAISE which is injurious to the financial condition or reputation of, or is otherwise injurious to the Board. The Board shall provide the Program Coordinator at RAISE with the opportunity to be heard on this matter. Such meeting shall be held in executive session (unless the Program Coordinator at RAISE requests that the meeting be held in public session) and shall be held within fifteen days of receipt of the Program Coordinator at RAISE's request for such a meeting.

TERMINATION WITHOUT CAUSE:

Either party may terminate this Agreement for any reason. If this Agreement is terminated by the Board, the Board shall provide sixty (60) days advance written notice to the Program Coordinator at RAISE. If this Agreement is terminated by the Program Coordinator at RAISE, the Program Coordinator at RAISE shall provide sixty (60) days advance written notice to the Board.

COMPENSATION:

For all services rendered by under this Agreement, for the period from July 1, 2020 through June 30, 2023, the Program Coordinator at RAISE shall be paid the following:

- a. For the period from July 1, 2020 through June 30, 2021, a base annual salary of (\$70,568.00).
- b. The Superintendent shall recommend a salary for the subsequent twelve-month periods from July 1, 2021 through June 30, 2023. Any salary adjustments shall be discussed by the parties prior to the commencement of the period to which the adjustment is

applicable, provided, however, that if no salary adjustment is agreed upon, then the current salary shall remain in place.

c. This is a 10-month position to coincide with the school year.

BENEFITS:

The Program Coordinator at RAISE shall receive the following employment benefits:

1. Health and medical insurance benefits as set forth in the applicable contract year to be the same as the unaffiliated staff.
2. Term life insurance coverage in the amount of \$100,000.
3. Accidental Death & Dismemberment insurance coverage in the amount of \$100,000.

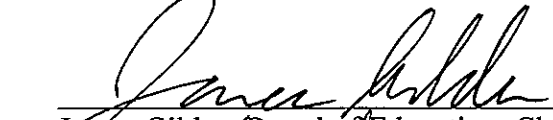
SIGNED:



Dr. Matthew J. Conway, Jr. Superintendent

3/31/2021

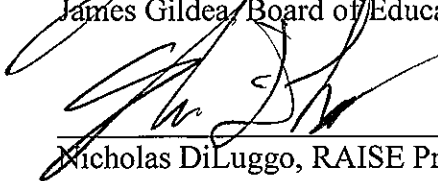
Date



James Gildea, Board of Education, Chairman

4/6/21

Date



Nicholas DiLuggo, RAISE Program Coordinator

4/20/21

Date