

**DIRECTOR OF INFORMATION TECHNOLOGY  
AGREEMENT  
BOARD OF EDUCATION OF WATERFORD, CONNECTICUT**

The Board of Education of the Town of Waterford, Connecticut (hereinafter referred to as the "Board") acting through its Superintendent, hereby agrees to employ Mark Geer (hereinafter referred to as the "Director of Information Technology" or "Director") under the terms and conditions hereinafter set forth.

**1. DUTIES**

The Director of Information Technology shall serve as the Director of Information Technology for the Board. In harmony with the policies of the Board, State Laws, and State Board of Education regulations, the Director of Information Technology has the responsibility for providing quality information technology throughout Waterford Public Schools. The Director shall perform other duties relative to the technology operations of the District and as directed by the Superintendent on behalf of the Board, consistent with any applicable job description.

**2. TERM**

- A. This Agreement shall become effective July 1, 2024 and shall remain in effect through and including June 30, 2027. Anything in this paragraph to the contrary notwithstanding, the provisions of the section of this Agreement entitled "Termination of Agreement" shall take precedence and the Director of Information Technology's employment may be terminated at any time during the term of this Agreement under the provisions of such section. Effective upon signing, this Agreement shall supersede any and all prior contracts and/or other agreements between the Board and the Director of Information Technology, and all of such prior contracts and/or agreements shall be rendered null and void effective on such date.
- B. The term of this Agreement is through June 30, 2027. The Director of Information Technology and the Board agree that they shall adhere to the procedures set forth in this paragraph to consider an extension of the Director of Information Technology's employment under this contract for any additional period of time. Prior to the end of the 2024-2025 fiscal year, the Director of Information Technology may request, and the Superintendent shall consider, whether to recommend an extension of this Agreement to the Board of Education.

**3. COMPENSATION**

- A. The base annual salary rate for the Director of Information Technology shall be One Hundred and Sixteen Thousand, Nine Hundred and Fourteen Dollars and No Cents (**\$116,914**) for the 2024-2025 contract year and subject to required deductions for applicable United States Withholding Tax, applicable State of Connecticut Withholding Tax and other applicable deductions mandated by state or federal law and employee contributions toward the cost of fringe benefits.

- B. The Board shall set, prior to June 30 of each succeeding year, the annual salary for the Director of Information Technology. If the Board does not set a salary for the subsequent fiscal year prior to June 30th, the Director's salary shall continue at the rate of the preceding year.
- C. The Director of Information Technology may arrange to have an elective deferral deducted from the Director's annual salary on a pre-tax basis pursuant to a legally binding salary reduction agreement, to have contributed as an annual deferral to the Board's Section 457 Plan that meets the requirements of an eligible plan as defined in the applicable regulations issued by the Internal Revenue Service, provided said amount shall not exceed the applicable IRS dollar limits set forth in Section 457(e) and 414(v) of the Internal Revenue Code for said contract year.
- D. The Director of Information Technology shall receive an additional amount of Three Thousand and Six Hundred dollars (**\$3,600**) to be paid in substantially equal installments during the fiscal year as to which the Director will arrange to have an elective deferral deducted from the Director's salary on a pre-tax basis as permitted under Section 403(b)(12)(A)(ii) of the Internal Revenue Code, as amended, including the applicable catch up limit of Section 414(v) of the Internal Revenue Code, and then contributed toward the purchase of a 403(b) annuity with a tax sheltered annuity company that the Director chooses from the Board's list of approved 403(b) vendors pursuant to the Board's 403(b) plan available to Board employees generally in accordance with 403(b) of the Internal Revenue Code, as amended.

#### **4. FRINGE BENEFITS AND WORKING CONDITIONS**

##### **A. Medical and Health Benefits.**

The master certificates and/or policies are the governing documents when it comes to the Board's insurance plans; the information contained herein is intended as a summary focused on employee cost-sharing of benefits.

You and your eligible dependents may participate in the insurance plan currently offered, subject to any and all applicable eligibility requirements imposed by the carriers and/or plan administrators, and subject to the Board's right to modify the insurance plan, carriers and/or plan administrators at any time.

For the 2024-2025 fiscal year, the Board will pay seventy-nine percent (79%) of the fully insured premium of a high deductible health care plan with a health savings account feature (the "HDHP Plan") for medical and dental coverages and you will be required to pay the remaining twenty-one percent (21%) of the premium costs for such coverages through payroll deduction. The Board will contribute fifty percent (50%) of the annual deductible to the employee's HDHP (\$2,250 Individual, \$4,500 Family). The HDHP Plan Design is described in summary form in Appendix A.

The Board may change the medical, vision or dental insurance benefits offered to the Director, the required premium contributions and/or the level of Board contribution to the Director's HSA by providing notice of a change in benefits to the Director prior to June 30 of each succeeding year.

To be eligible to receive these benefits, the Director of Information Technology must submit a written wage deduction authorization permitting the Board to deduct from salary the appropriate share of the cost of benefits set forth above. The Director of Information Technology may forego or withdraw from full coverage rather than pay the Director's share of the cost of benefits. If the Director foregoes or withdraws from full coverage rather than pay his share of the cost of benefits, the Director must satisfy any existing re-entry conditions or limitations of the plan prior to obtaining coverage.

Subject to law, including the rules and regulations of the Internal Revenue Service and independent of the requirements that he contribute to the cost of medical benefits and pay deductibles, the Board shall implement and maintain a "Section 125" Salary Reduction Agreement which shall be designed to permit exclusion from taxable income of the Director of Information Technology' share of the health and medical contributions and deductibles to be paid.

Subject to law, including the rules and regulations of the Internal Revenue Service, as well as the Board's plan, the Director of Information Technology may make pre-tax contributions, in the amount of: (1) at least \$100 and no greater than \$2,500 (or such lower amount as required by law) per plan year, for qualified unreimbursed health expenses; and (2) at least \$500 and no greater than \$5,000 per plan year, for qualified dependent care expenses. Under no circumstances will the Board be required to contribute any monies to the Section 125 plan on behalf of or for the benefit of the employee other than such salary reduction amounts.

- B. Pension Plan. The Director of Information Technology shall be covered by the Municipal Employees Retirement Fund, Plan B.
- C. Life Insurance. The Board shall provide and pay for group term life insurance with a death benefit of \$200,000, subject to the Director's insurability.
- D. Sick Leave. The Director of Information Technology will receive an allowance of eighteen (18) days per year for personal illness or injury. Unused sick days will accumulate without limit during the total period of employment, provided that the number of sick days allocated per year shall be pro-rated for any partial years of service. During the course of any paid or unpaid leave granted for medical reasons, the Superintendent may periodically require the Director to provide a statement from a physician indicating the anticipated date that the Director will return to work, the nature of the illness or disability, and the Director's fitness to return to work. The Superintendent may require that the Director undergo an examination by a Board-appointed physician, at Board expense, to verify this information. The Director of Information Technology will not be paid for any unused sick days either during the course of employment or upon separation from employment.

E. **Personal Leave.** Up to six (6) days annually (non-cumulative) for personal leave may be granted to the Director of Information Technology at the discretion of the Superintendent, provided that the number of personal days shall be pro-rated for any partial years of service. Such leave shall be for emergencies and other matters of pressing personal concern that cannot be addressed outside of work hours. The Director of Information Technology will not be paid for any unused personal days either during the course of employment or upon separation from employment.

F. **Holidays.**

Juneteenth	
Labor Day	New Year's Day
Columbus Day	Martin Luther King Day
Veterans' Day	President's Day
Thanksgiving Day	Good Friday
Day Immediately After Thanksgiving	Memorial Day
Christmas Day	Fourth of July
Day Immediately After Christmas	

G. **Longevity**

The Board currently provides a longevity payment program for eligible employees, but the Board reserves the right to eliminate or modify the longevity payment program. Should your employment with the Board continue for a sufficient period, the Board may provide longevity compensation. This longevity payment will be made on or about your employment anniversary date. Longevity compensation in addition to wages will be paid in accordance with the following schedule.

Continuous years of service:

7 years but less than 10 years.....	\$200.00
10 years but less than 15 years.....	\$350.00
15 years but less than 20 years.....	\$500.00
20 years or more.....	\$650.00

H. **Vacation.** The Board shall provide the Director of Information Technology with twenty-five (25) vacation days annually non-cumulative), exclusive of legal holidays, provided that the number of vacation days shall be pro-rated for any partial years of service. Such days should be taken during the year in which they are earned, however, the Director of Information Technology may carry over up to five (5) unused vacation days from one fiscal year to another with prior approval from the Superintendent. At no time, shall the unused vacation accumulation exceed five (5) vacation days without prior approval of the Superintendent. The Director of Information Technology will not be paid for any unused vacation days either during the course of employment or upon separation from employment.

I. **Computer.** The Board shall provide the Director of Information Technology with a laptop computer (at the option of the District) for the Director's use at home and/or in other

locations away from the Board's offices. All such equipment shall remain the property of the Board and shall be returned to the District at the end of the term of this Agreement or any extension thereof, and shall be subject to any and all policies of the District with respect to the use of electronic equipment.

J. Reimbursement of Expenses. The Board shall reimburse the Director of Information Technology for reasonable preapproved expenses (including expenses for travel, meals and lodging) incurred by the Director of Information Technology in the course of carrying out the Director's responsibilities under this Agreement. All expenses need to be preapproved by the Superintendent. The Director of Information Technology shall submit requests for such reimbursement, together with verification of such expenses, in accordance with the district's procedures regarding reimbursement of expenses. The Board shall reimburse the Director of Information Technology at the IRS mileage rate for use of the Director's personal automobile outside of the school district on school business, excluding commuting miles.

K. Training  
The Board shall pay the costs associated with the employee's participation in conferences and other training programs applicable to the requirements of the employee's position, provided that such participation is approved in advance by the Assistant Superintendent of Schools.

## 5. EVALUATION

The Superintendent of Schools, or designee, shall evaluate and assess the performance of the Director of Information Technology on at least an annual basis in accordance with an evaluation plan developed by the Superintendent, or designee, after consultation with the Director of Information Technology. A copy of any written evaluation shall be placed in the Director's personnel file.

## 6. TERMINATION

A. The parties may, by mutual consent, terminate this Agreement during its term at any time.

B. The Director of Information Technology may unilaterally terminate this Agreement at any time during its term for any reason during its term upon sixty (60) days written notice, except that the sixty (60) days' notice is not required if termination is part of an action to implement a new contract between the parties hereto, in which case the execution of the new agreement shall serve to terminate the prior agreement between the parties.

C. The Superintendent may terminate the Director of Information Technology for cause during the term of this Agreement.

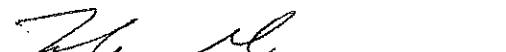
D. During the first ninety (90) working days that the Director is employed pursuant to this Agreement, the Superintendent may unilaterally terminate the Director of Information Technology without cause.

7. **GENERAL PROVISIONS**

- A. If any part of this Agreement is invalid, it shall not affect the remainder of said Agreement, but said remainder shall be binding and effective against all parties.
- B. 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.
- C. Notices to the Board, as required herein, shall be sent to the Secretary of the Board and notices to the Director of Information Technology shall be sent to the Director at the Director's home address.

**IN WITNESS WHEREOF**, the undersigned have executed this Agreement on the dates hereinafter set forth.

Date 6/6/24



Mark Geer  
Director of Information Technology

Date 6/4/24



Thomas W. Giard III  
Superintendent of Schools