

**CONTRACT OF EMPLOYMENT**

**BETWEEN**

**CRAIG A. CONSIGLI**

**AND**

**THE MILFORD PUBLIC SCHOOL SYSTEM**

**FOR THE POSITION OF**

**ASSISTANT SUPERINTENDENT FOR CURRICULUM, INSTRUCTION AND ASSESSMENT**

Agreement made the 8 day of May by and between the Town of Milford, acting by and through the Milford School Committee, and Craig A. Consigli (hereinafter called Assistant Superintendent for Curriculum, Instruction and Assessment).

Whereas, the Committee has voted to grant to the Assistant Superintendent for Curriculum, Instruction and Assessment a contract upon the recommendation of the Superintendent of Schools; and

Whereas, the Assistant Superintendent for Curriculum, Instruction and Assessment has indicated to the Superintendent of Schools his willingness and availability to serve as Assistant Superintendent for Curriculum, Instruction and Assessment of the Milford Public Schools during the term of said contract.

Now, therefore, in consideration of the promises and covenants herein contained, it is agreed as follows:

1. **EMPLOYMENT:** The Committee hereby employs the Assistant Superintendent for Curriculum, Instruction and Assessment and the Assistant Superintendent for Curriculum, Instruction and Assessment hereby accepts employment as Assistant Superintendent for Curriculum, Instruction and Assessment of the Milford Public Schools.
2. **TERMS:** Subject to the provisions for termination and removal hereunder provided, this Agreement shall take effect on July 1, 2019 and shall terminate on June 30, 2024.
3. **COMPENSATION:**

- a. For all services rendered by the Assistant Superintendent for Curriculum, Instruction and Assessment under this Agreement, the Committee shall pay the Assistant Superintendent for Curriculum, Instruction and Assessment an annual salary of \$141,364.93;
- b. Any increase to become effective July 1, 2020 will be the result of negotiations with the Committee, upon recommendation of the Superintendent, after an evaluation by the Superintendent of Schools prior to said date, such evaluation being based upon the goals agreed to by the Superintendent and the Assistant Superintendent for Curriculum, Instruction and Assessment;
- c. Any increase to become effective July 1, 2021 will be the result of negotiations with the Superintendent of Schools, and subject to approval of the School Committee, after an evaluation by the Superintendent of Schools prior to said date, such evaluation being based upon the goals agreed to by the Superintendent and the Assistant Superintendent for Curriculum, Instruction and Assessment;
- d. Any increase to become effective July 1, 2022 will be the result of negotiations with the Superintendent of Schools, and subject to approval of the School Committee, after an evaluation by the Superintendent of Schools prior to said date, such evaluation being based upon the goals agreed to by the Superintendent and the Assistant Superintendent for Curriculum, Instruction and Assessment;
- e. Any increase to become effective July 1, 2023 will be the result of negotiations with the Superintendent of Schools, and subject to approval of the School Committee, after an evaluation by the Superintendent of Schools prior to said date, such evaluation being based upon the goals agreed to by the Superintendent and the Assistant Superintendent for Curriculum, Instruction and Assessment;
- f. Notwithstanding (b), (c), (d), and (e) above, in no event shall the Assistant Superintendent for Curriculum, Instruction and Assessment annual salary be less than the figure set forth in (a) above.

#### 4. BENEFITS:

- a. Sick Leave: The Assistant Superintendent for Curriculum, Instruction and Assessment shall be entitled to fifteen (15) days per year of sick leave, cumulative, with a total accumulation not to exceed two hundred fifty (250) days.
- b. Personal Leave: The Assistant Superintendent for Curriculum, Instruction and Assessment shall receive three (3) days per fiscal year, not cumulative. Additional leave may be granted at the discretion of the Superintendent of Schools.
- c. Vacation Leave: The Assistant Superintendent for Curriculum, Instruction and Assessment shall receive twenty-five (25) days per fiscal year, not cumulative. Up to ten (10) days of unused vacation leave may be carried forward to the next fiscal year.

d. Funeral Leave: Funeral leave not to exceed four (4) working days shall be granted in the event of the death of a mother, father, brother, sister, mother-in-law, father-in-law, son, daughter, wife or other relative residing in the Assistant Superintendent for Curriculum, Instruction and Assessment's household.

e. Holiday Leave: The Assistant Superintendent for Curriculum, Instruction and Assessment shall receive as paid holiday leave any day declared to be a legal holiday of the Commonwealth of Massachusetts: New Year's Day, Martin Luther King Day, Presidents' Day, Patriots' Day, Good Friday, Memorial Day, July 4<sup>th</sup>; Labor Day; Columbus Day; Veterans Day; Thanksgiving Day, Christmas Day, plus a full day the day before Christmas and New Year's Day and the day following Thanksgiving Day.

f. Reimbursement for Expenses: The Committee shall reimburse the Assistant Superintendent for Curriculum, Instruction and Assessment for all related in-state travel and other appropriate expenses reasonably incurred in the performance of his duties. Major seminar, management training, and workshop fees, national conference participation, and out-of-state travel shall be viewed separately and shall require prior approval by the Superintendent of Schools. Out-of-state travel will be reimbursed up to \$1500.00 and subject to the approval of the School Committee.

g. Professional Development: Approval of course work, and reimbursement of tuition and fees, shall be subject to the approval of the Superintendent of Schools.

If Craig A. Consigli elects to enter a degree program, the following adjustment, added to the base salary each year after the percent increase is determined, if applicable, as per the performance evaluation process, will be made at the completion of the program:

Advanced Certification	\$1,300.00
Certificate of Advanced Graduate Study (CAGS)	\$1,300.00
Doctorate Degree	\$1,600.00

Craig A. Consigli may accept speaking, writing, lecturing, or other engagements of a professional nature as he sees fit, providing prior approval is received from the Superintendent of Schools and said activities do not interfere with his duties as Assistant Superintendent of Schools.

Health Insurance: The Assistant Superintendent for Curriculum, Instruction and Assessment shall be eligible for the health and dental insurance plans provided by the Town of Milford on the same cost share basis as other employees.

5. TERMINATION AND RENEWAL: The Assistant Superintendent for Curriculum, Instruction and Assessment may terminate this Agreement at any time upon sixty (60) days written notice to the Superintendent of Schools.

The School Committee may terminate this Agreement for inefficiency, incapacity, conduct unbecoming an Assistant Superintendent for Curriculum, Instruction and Assessment, or insubordination on the part of the Assistant Superintendent for Curriculum, Instruction and Assessment, or for other good cause shown, provided that at least thirty (30) days, exclusive of the vacation period provided for herein, prior to the meeting at which time the vote to terminate is taken by the Committee, the Assistant Superintendent for Curriculum, Instruction and Assessment shall have been notified of such intended vote; provided that if the Assistant Superintendent for Curriculum, Instruction and Assessment so requests; he shall have been furnished by the Committee a written charge or charges or the cause or causes for which the termination is proposed; provided that if the Assistant Superintendent for Curriculum, Instruction and Assessment so requests, he has been given a hearing before the Committee, which hearing may be either public or private at the discretion of the Committee. At such hearing, the Assistant Superintendent for Curriculum, Instruction and Assessment may be represented by counsel, present evidence and call witnesses to testify in his behalf, and examine them; and provided that the charge or charges have been substantiated.

As set forth in Article 2 above, this contract expires on June 30, 2024. Notwithstanding said provision, if the School Committee fails to notify the Assistant Superintendent for Curriculum, Instruction and Assessment of the intent to renew this Agreement not less than six (6) months prior to said date, then this Agreement shall be automatically renewed upon the same terms and conditions for an additional one (1) year term.

6. **DUTIES:** The Assistant Superintendent for Curriculum, Instruction and Assessment is engaged to carry out all duties as set forth in the job description, to satisfy fully all statutory requirements of that position, and to perform whatever duties relating to the said public schools as the Superintendent of Schools shall determine. The Assistant Superintendent for Curriculum, Instruction and Assessment agrees to devote his entire time and energy to performing his duties and responsibilities. He further agrees that he duties will take precedence over any and all other outside interest unrelated to these duties; and that he will not allow any outside interest to influence his relationship with the execution of his duties and responsibilities.

7. **STATE RETIREMENT SYSTEM:** The Assistant Superintendent for Curriculum, Instruction and Assessment shall be entitled to be a member of the Massachusetts Teacher's Retirement System.

In Witness thereof, the parties to this Agreement have affixed their signatures this  
31 day of May.

For the Milford School Committee



Craig A. Consigli  
Assistant Superintendent for  
Curriculum, Instruction and Assessment



Kevin R. McIntyre, Ed.D.  
Superintendent of Schools

