CONTRACT OF EMPLOYMENT

This agreement, made by and between the Blackstone Valley Vocational Regional School District **(District)** acting by the Blackstone Valley Vocational Regional District School Committee **(School Committee)** and Anthony E. Steele II **(Superintendent)**.

Mission: To consistently improve the legacy of continued growth and excellence both academically and vocationally for the benefit of the citizens of the thirteen (13) towns served by District.

Consistent with the proposed contract provisions agreed to by School Committee acting through the Negotiating Subcommittee **(Subcommittee)** of School Committee and in consideration of the promises herein contained, the parties hereto agree mutually as detailed below:

1. **EMPLOYMENT**

   School Committee hereby awards to, and employs Anthony E. Steele II as Superintendent-Director of District and Anthony E. Steele II hereby accepts employment of the following terms and conditions:

2. **TERM**

   The contract shall cover Superintendent's employment for the period of July 1, 2025 through June 30, 2028, unless sooner terminated in accordance with Paragraph 5.

3. **COMPENSATION**

   A) Superintendent shall be paid $225,000.00[1] for FY2026 according to the annualized salary schedule, payable in equal installments, bi-weekly or in such other installments as is convenient to the parties, but not less often than monthly.

   B) Superintendent's salary increase for FY2027 shall be contingent upon the successful completion of performance goals as defined in Paragraph 4. Superintendent shall receive a base salary increase of 2%. Superintendent may also receive an additional salary increase of 0.5% for each successful performance goal for a maximum additional salary increase of 1% which shall constitute a permanent increase to the base salary effective July 1, 2026. The total maximum base salary increase shall not exceed 3%.

   C) Superintendent's salary increase for FY2028 shall be contingent upon the successful completion of performance goals as defined in Paragraph 4. Superintendent shall receive a base salary increase of 2%. Superintendent may also receive an additional salary increase of 0.5% for each successful performance goal for a maximum additional salary increase of 1% which shall constitute a permanent increase to the base salary effective July 1, 2027. The total maximum base salary increase shall not exceed 3%.

4. **PERFORMANCE GOALS**

   Superintendent shall provide School Committee with a minimum of three (3) goals no later than the regularly scheduled August meeting of School Committee for approval by School Committee. Superintendent shall provide updates at the regularly scheduled School Committee meetings in November and February, or the first meeting thereafter if no such meeting occurs, using measurement indicators to assess progress toward goal achievement with an annual review at the regularly scheduled June meeting of School Committee. School Committee shall vote on achievement of each goal. Achievement of these goals shall be used as the basis for an increase in Superintendent's permanent

[1] It should be noted that no single member community will be expected to accept responsibility or otherwise underwrite the full cost of this base amount. Member communities will accept responsibility according to their individual town's operating ratio.

base salary pursuant to Paragraph 3.

Performance goals will be synchronized with relevant components of the Massachusetts DESE model evaluation rubric for evaluation of superintendents within the Commonwealth.

5. **TERMINATION**

   A) In the event that said Superintendent desires to terminate this contract before the term of service shall have expired, he may do so by giving written notice of the intention to School Committee at least one hundred eighty (180) days in advance by delivery in hand, by overnight mail, or by certified mail, return receipt requested directed to the Chairman of School Committee.

   B) School Committee may terminate this Agreement and Superintendent's employment by notice in writing delivered in hand, by overnight mail, or by certified mail, return receipt requested, for inefficiency, incompetence, incapacity, conduct unbecoming a Superintendent, insubordination, failure on the part of Superintendent to satisfy performance standards developed in accordance with Paragraph 17 or other good cause, or for breach of this Agreement, or for any other cause permitted or required under the laws of Massachusetts.

6. **DUTIES**

   Superintendent shall perform the duties of Superintendent of Schools as defined by the General Laws of the Commonwealth of Massachusetts and shall perform such associated duties as are required by School Committee and as outlined in the job description when posted in November of 2024.

7. **LICENSURE**

   Superintendent shall maintain and furnish to School Committee throughout the term of his contract a valid and appropriate certificate qualifying him as Superintendent-Director of District in the Commonwealth, as required by Massachusetts General Laws, Chapter 71, Section 38G or other applicable law or regulation.

8. **PROFESSIONAL DEVELOPMENT**

   Superintendent shall be required to complete a minimum of sixty (60) hours of professional development and improvement every two (2) years. Superintendent shall provide to School Committee at its May meeting, an annual report of his professional development and improvement. This professional development requirement may be satisfied by Superintendent's affiliation and system evaluation Chair roles and other participation within the NEASC/CAISA organization.

9. **REIMBURSEMENT FOR EXPENSES**

   School Committee shall reimburse Superintendent for all related in-state travel and other appropriate expenses reasonably incurred in the required 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 School Committee. Superintendent shall provide such documentation as is required by law, and/or School Committee.

10. **PROFESSIONAL AFFILIATIONS**

    School Committee shall annually provide funds for membership or subscription in appropriate professional organizations such as:

    A) The American Association of School Administrators (Superintendent's membership) and the American Vocational Association;

    B) The Massachusetts Association of School Superintendents and its regional affiliates (Superintendent's membership) and **M.A.V.A.;**

C) The Massachusetts Association of School Superintendents (M.A.S.S)

D) The Association for Supervision and Curriculum Development;

E) New England School Development Council (NESDEC); or

F) Other membership or subscription in a professional organization that is mutually agreed upon by School Committee and Superintendent in advance.

11. **STATE RETIREMENT ASSOCIATION**

Superintendent shall be enrolled in the required contributory retirement system as specified by Massachusetts law.

12. **FRINGE BENEFITS**

Superintendent shall be entitled to access all health insurance benefits available to other professional personnel in addition to any benefits expressly provided for in this contract or to be agreed upon in writing by both parties and by vote of School Committee at a scheduled meeting of School Committee.

13. **PAID SICK LEAVE**

Superintendent shall be granted (15) days of paid sick leave annually for illness or other emergencies within his immediate family. Unused sick leave will accumulate to one hundred eighty (180) days but may be used only for illness or emergencies. Committee may extend the limits of this benefit at its sole discretion. The current balance of sick leave accrued prior to this agreement shall be carried over at the commencement of this contract.

14. **ANNUAL VACATIONS**

Superintendent shall receive twenty-five (25) working days as annual vacation, exclusive of legal holidays. Superintendent shall not use more than (10) days of vacation leave consecutively while school is in session without the prior approval of School Committee. Vacation leave shall not accumulate from year to year, except that the Superintendent may carry fifteen (15) vacation days into the next year.

15. **CELLULAR TELEPHONE**

Superintendent shall be provided with a mobile phone for the express purpose of conducting District business when away from Superintendent's office. District shall pay associated expenses from the utilization of this service.

16. **RELATIONSHIP BETWEEN SCHOOL COMMITTEE AND SUPERINTENDENT**

Superintendent shall manage District in a manner consistent with state law and the policy determination of the School Committee.

17. **PERFORMANCE STANDARDS AND EVALUATION**

Superintendent recognizes that consistent with the state's approved educator evaluation system, the process for evaluating superintendents will reflect performance-based evaluation criteria which includes measures of standards, indicators elements, and performance descriptors for effective administrative leadership. Superintendent understands performance within the above stated role will be evaluated by Subcommittee.

Following the completion of the fiscal year, Subcommittee shall convene for the purpose of reviewing and evaluating the goals attainment documentation provided by Superintendent. To the degree in which such documentation satisfies Subcommittee, they may extend a performance remuneration recommendation to Superintendent. At this juncture Superintendent can support or

contest the Subcommittee's decision, but the burden rests with Superintendent to provide additional documentation for any reconsideration.

School Committee empowers Subcommittee to negotiate an agreement with Superintendent. However, any agreement must be approved by a vote of School Committee at the next meeting of School Committee after the conclusion of such negotiation.

18. **CONSULTING WORK**

Superintendent may undertake and engage in consultative work for which he may be paid by outside individuals or organizations provided the consulting activity furthers career technical education, furthers the goals or mission of District, or is otherwise for the benefit of the sending communities.

Consulting may take the form of speaking engagements, writings, lecturing or other engagements of a professional nature as long as School Committee determines such work or other engagements do not derogate from or diminish the effectiveness of his performance as superintendent and School Committee is notified in advance.

It is agreed such work (if it takes the form of off Valley Tech campus day-to-day Local Education Agency or agency leadership) shall performed only while Superintendent is on vacation leave or with the prior approval of the School Committee as time is of the essence. Alternative off-hour (evening/weekend) part-time consultantship activity is allowable as long as the other parameters of Agreement are met.

19. **ENTIRE AGREEMENT**

This contract embodies the whole agreement between School Committee and Superintendent and there are no inducements, promises, terms, conditions, or obligations made or entered into by either party other than those contained herein. The contract may not be changed except by a writing signed by the party against whom enforcement thereof is sought.

20. **INVALIDITY**

If any paragraph, part of or rider to this Agreement is invalid, it shall not affect the remainder of said Agreement, but said remainder shall be binding and effective against all parties.

This Agreement shall be executed in two counterparts, each of which shall be deemed to be an original, and both of which taken together shall be deemed one and the same instrument.

IN WITNESS WHEREOF, the parties have hereunto signed and sealed this Agreement and a duplicate thereof this 20th day of March, 2025.

Joseph M. Hall, Chairman
Blackstone Valley Regional School Committee

3.20.25

Anthony E. Steele II
Superintendent-Director