

**EMPLOYMENT CONTRACT FOR
TITLE I FACILITATOR OF THE
GREATER LOWELL TECHNICAL HIGH SCHOOL**

AGREEMENT made into this 20th day of June, 2024, between the Greater Lowell Regional Vocational Technical High School District (hereinafter, "District") acting through its School Committee (hereinafter, "Committee") and Cheryl Bomal (hereinafter, "Bomal").

For good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties hereto mutually agree as follows:

1. **Employment:** The Superintendent-Director hereby agrees to employ Bomal in the position of Title I Facilitator for the District, and Bomal hereby accepts such employment on the following terms and conditions:
2. **Term:** This employment contract shall commence on July 1, 2024, and shall expire on June 30, 2027, unless otherwise terminated sooner by either party pursuant to this Agreement.
3. **Entire Agreement:** This Agreement represents the entire Agreement between the parties and there are no inducements, promises, terms, conditions, or obligations made or entered into by either party other than those contained herein. Any amendments to or changes in this Agreement shall be in writing and signed by both parties to be enforceable.
4. **Invalidity:** If any part of this Agreement is invalid or contrary to law, it shall not affect the remainder of such Agreement and said remainder shall be binding & effective against all parties.
5. **Work Day:** 7:00 a.m. – 3:00 p.m., but may be adjusted as needed by the Superintendent-Director.
6. **Inclement Weather:** In the event of inclement weather, Greater Lowell Tech will make a no school, delayed opening, or school closed announcement through its automated call alert and email blast system. Announcements made through television, radio and other media are only intended for students on a 180 day/year schedule and staff on a 182 day/year contract.

The following are the inclement weather announcement procedures:

- **Delayed Opening:** Individual contract employees shall report to work no later than 60 minutes prior to the newly announced opening time. (8:40 am report time for a 2-hour delayed opening)
- **No School:** Individual contract employees shall report on time for a regular scheduled workday unless instructed to report at a later time.
- **School Closed:** Individual contract employees shall not be required to report to work and will not be assessed a personal or non-work day.

In the event of a no school announcement, individual contract employees may use a personal day or a vacation day without providing prior notice by immediately notifying their supervisor and the superintendent's secretary by email of their intent to use such leave and submitting the appropriate paperwork on the next scheduled workday.

7. **Performance:** The Title 1 Facilitator agrees to fulfill all aspects of this Agreement. Any exceptions to said fulfillment shall be by mutual written Agreement between the Title 1 Facilitator and the Superintendent-Director

8. **Compensation:**
 - A. Salary is based on the salary approved for each position by the School Committee. Non-union employees are granted increases at the discretion of the School Committee. Wages are paid once every two weeks, generally on Friday, and includes payment for hours worked from Sunday to Saturday of the prior two-week period.

 - B. The Title I Facilitator may be eligible for additional salary increases based on performance and/or annual evaluation.

 - C. The Superintendent-Director shall review the Title I Facilitator's performance and salary level annually in accordance with sub-paragraph D.

 - D. The Superintendent-Director should complete her annual review of the Title I Facilitator's performance on or before the first day of August of each year. The Superintendent-Director shall also provide the Title I Facilitator with written notification of the results of her review.

 - E. The Title I Facilitator salary is in effect as of July 1, 2024, is **\$141,287**.
 - July 1, 2025 – June 30, 2026: Title I Facilitator will receive a 4% raise from her previous year's salary.
 - July 1, 2026 – June 30, 2027: Title I Facilitator will receive a 4% raise from her previous year's salary.

9. **Termination of Employment Contract:**
 - A. The Title I Facilitator shall have the right to terminate this Agreement before the term of its completion by giving 45 days' notice in writing to the Superintendent-Director prior to the desired termination date. Said notice shall be delivered via certified mail, return receipt requested, to the Superintendent-Director. Both parties to this Agreement may agree to notice of less than 45 days if requested by the Title I Facilitator.

 - B. The Superintendent-Director may terminate this agreement and the Title I Facilitator's employment in accordance with the Massachusetts General Laws.

 - C. In the event of the termination of the Title I Facilitator for any reason, she, her estate, or assigns will receive a lump sum payment of one hundred (100%) percent of monies owed for work performed and accumulated unused vacation days. All payments due hereunder will be paid to the Title I Facilitator, her estate or assigns in the next pay period following her death, disability, termination or as otherwise directed by the Title I Facilitator, her estate, or assigns.

10. **Medical, Dental and Life Insurance:** The Title I Facilitator shall be entitled to all current paid medical, dental and life insurance benefits as are currently available to other professional personnel of the District. Employers' health insurance contribution rate shall be 75%.

11. **Sick Leave:**

- A. 15 days annually (cumulative from year to year)
- B. When an employee cannot perform his/her duties because he/she is incapacitated by personal illness or injury.
- C. When through exposure to a contagious disease, the presence of the employee at his/her work location would jeopardize the health of others.
- D. Option to join the Employee Sick Leave Bank in accordance with school committee policy which requires an accumulation of 30 sick days in order to be eligible.

There is no buy back option with regard to unused sick leave upon retirement or resignation. (Twenty (20%) percent of the 100 days accumulated while you were a teacher shall be paid at the teacher per diem rate calculated at column 7, step 10 based on \$91,313.)

12. **Personal Leave:** The Title I Facilitator shall be entitled to three (3) days annually (non-cumulative) for the purpose of religious, personal, legal, business, household, or family matters that cannot reasonably be scheduled beyond the normal work day.

13. **Bereavement Leave:** The Title I Facilitator shall be entitled:

- up to three (3) consecutive days at any one time in the event of death in the immediate family including a spouse, child, son-in-law, daughter-in-law, parent, father-in-law, mother-in-law, or sibling.
- up to one (1) day in the event of the death of an aunt, uncle, niece, nephew, brother-in-law, sister-in-law, grandparent or a spouses' aunt, uncle, or grandparent.


14. **Vacation:** The Title I Facilitator shall be entitled to thirty (30) days annually and shall not be required to report to work during Christmas vacation week.

15. **Holidays:** The Title I Facilitator shall be entitled annually to the following:

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| New Year's Day | Labor Day |
| Martin Luther King Day | Columbus Day |
| Washington's Birthday | Veterans' Day |
| Patriots' Day | Thanksgiving Day |
| Memorial Day | Day after Thanksgiving |
| Independence Day | Christmas Day |
| Juneteenth (Independence Day, June 19 th) | Good Friday or Floating Holiday |

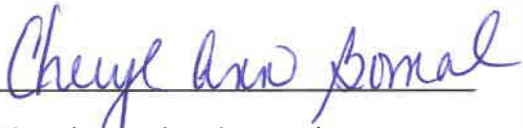
IN WITNESS WHEREOF, the parties hereunto sign this instrument and a duplicate thereof this, the 25th day of June 2024.

GREATER LOWELL REGIONAL VOCATIONAL
TECHNICAL HIGH SCHOOL BY:



Jill Davis, Superintendent-Director

and



Cheryl Bomal, Title I Facilitator