

GATEWAY REGIONAL SCHOOL DISTRICT

LETTER OF EMPLOYMENT

THIS AGREEMENT, made as of July 1, 2024, by and between the Gateway Regional School Committee and Kurt Zinnack (hereinafter referred to as "Technician") agree to this Letter of Employment and the attached document marked "A".

This agreement will continue in full force and effect until a successor is executed by the School District and the Technician.

In consideration of the promises herein contained, the parties hereto mutually agree as follows:

1. **EMPLOYMENT:** The Committee hereby employs Kurt Zinnack, Technician for the School District, and hereby accepts employment on the following terms and conditions:
2. **TERM:** The Technician shall be employed commencing on July 1, 2024 and terminating on June 30, 2027. Any extension or renewal of this contract shall be in accordance with the provisions of the Education Reform Act.
3. **COMPENSATION:** The Technician shall be paid an annual salary of \$75,335 effective July 1, 2024 through June 30, 2025. Payable in equal installments convenient to the parties, but not less often than once every two weeks. The annual salary will be \$77,595 effective July 1, 2025 through June 30, 2026 and \$79,535 effective July 1, 2026 through June 30, 2027 will be based on the annual evaluation by the Technology Director.
4. **TERMINATION:** In the event that said Technician desires to terminate this contract before the term of services shall have expired, they may do so by giving at least a 90-day notice of his intention to the Committee. The Committee shall give at least a 90-day notice of its intention not to renew this contract.

This Agreement may be terminated prior to the expiration date of the Agreement for good cause and/or for financial exigencies. In the case of financial exigencies the Superintendent may terminate the Agreement, cause a reduction of the workday or work year, or demote the Technician to a less skilled position. If the workday or work year is reduced there will be a corresponding proration of the salary to reflect the changed workday or work year. In the event of a demotion the parties will negotiate the salary rate of the new position.

If the non-union leaves employment in any contract year prior to fulfilling the work year requirement contained in this agreement, a calculation shall be made to determine the amount of monies that should have been earned up to that point (i.e., how many days have actually been worked) based upon the per diem rate of compensation. If a non-union has been overpaid, the non-union shall owe

the District said amount shall be deducted from the non-union's last paycheck. If the last paycheck is insufficient, then the non-union shall make payment to the District within 15 days of separation from employment for any remaining amount due. If the non-union has been underpaid, the District shall make payment to the non-union in the non-union's last paycheck.

5. **DUTIES:** The Technician shall perform faithfully, to the best of their ability, the duties of Technician, and other duties as may be assigned from time to time by the Superintendent of Schools or by direction of the School Committee.
6. **BENEFITS:** The Technician shall be entitled to other employment benefits, which are incorporated into this Agreement by reference thereto, and submitted with this Agreement and marked "A".
7. **PROFESSIONAL ACTIVITIES:** The Technician may accept speaking, writing, lecturing or other engagements of a professional nature as they see fit, provided they do not derogate from their duties.
8. **REIMBURSEMENT FOR EXPENSES:** The Committee shall reimburse the Technician for all budgeted expenses reasonably incurred in the performance of their duties under this contract. Some examples of such expenses are: costs of transportation and attendance at appropriate local, state, and national meetings and conferences and legal fees incurred as a result of any action brought against them which arises out of employment with the exception of intentional torts and criminal actions.
9. **RELATIONSHIP BETWEEN TECHNICIAN AND SUPERINTENDENT:** The Technician shall meet with the Technology Director at least once each year for the purpose of discussing with the Technology Director their job description and performance as well as the working relationship between the Technician and the Technology Director.
10. 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 on and the same instrument.

IN WITNESS THEREOF, the parties have hereunto signed this Agreement and a duplicate thereof this 6 day of JUNE in the year 2024.

By: 
Kristen Smidy, Superintendent of Schools


Kurt Zinnack, Technician