

EMPLOYMENT CONTRACT FOR ACADEMICS AND ACCOUNTABILITY OFFICER, PK-5

It is hereby agreed by and between the Board of Education of the City of New Britain (hereinafter called the “Board”) and **Kristie Bourdoulous** (hereinafter called the “Academics and Accountability Officer”) that the said Board, in accordance with its action on **November 3, 2025**, has and does hereby employ the Kristie Bourdoulous as Academics and Accountability Officer and that Kristie Bourdoulous hereby accepts employment as Academics and Accountability Officer upon the terms and conditions hereinafter set forth.

1. CERTIFICATION:

As a condition precedent to this Agreement taking full force and effect, the Academics and Accountability Officer shall hold and present a valid and maintain a Connecticut State Certificate as an Intermediate Administrator (092). Failure to provide said certificate shall make this Agreement null and void. Should any certification, this Agreement shall terminate immediately by its terms.

2. DUTIES:

The Academics and Accountability Officer sets the strategic vision and direction for the instructional leadership framework and pedagogical approach to the Consolidated School District’s academic programs, PK-5. The Academics and Accountability Officer is the leader, spokesperson, and conduit for teaching learning. This role develops the short and long-term instructional vision for CSDNB and works to establish a culture of high expectation and shared responsibility for equitable access to high quality and culturally relevant instruction. The Academics and Accountability Officer works to create authentic partnerships between district offices and schools that ensure closer alignment of district grants with school needs, to implement an instructional plan for the district that ensures effective teaching in every classroom, and to create conditions that ensure systemic improvement of practice and accountability over time in every school.

3. TERM:

The term of said employment is **July 1, 2026 to June 30, 2028**. The Academics and Accountability Officer and the Board agree they shall adhere to the following procedures to extend the Academics and Accountability Officer’s employment under this contract for an additional period not to exceed two (2) years at any time:

- A. Prior to the end of the second year of this agreement, the Board shall vote for a new agreement. At least three months prior to **June 30, 2028**, the Academics and Accountability Officer shall notify the Board that her contract is about to expire and shall provide the Board this contract clause.

- B. Anything in this paragraph to the contrary notwithstanding, the provisions of Section 6 shall take precedence and the Academics and Accountability Officer's employment may be terminated under the provisions of said section.

4. **BASE SALARY:**

- A. The annual base salary of the Academics and Accountability Officer **for the contract year 2026-2027** will be the sum of (a) **\$173,374.69** in periodic payments in accordance with the established pay dates for the school district, plus (b) an additional amount of **\$4,362.04** to be paid to the Academics and Accountability Officer in substantially equal installments during the contract year as to which the amount the Academics and Accountability Officer will arrange to have an elective deferral deducted from his 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 she 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 Section 403(b) of the Internal Revenue Code, as amended.
- C. The annual base salary for the contract year **2027-2028** will be **\$177,709.06 plus \$4,471.09 as an elective deferral**. Any adjustment in salary made during the life of this contract shall be in the form of an amendment and shall become part of this Agreement, but any such amendment shall not be considered a new contract or an extension of the termination date of the existing contract.

5. **FRINGE BENEFITS:**

- A. The Board shall provide the Academics and Accountability Officer with 18 sick days annually, cumulative to 220 days. The Academics and Accountability Officer shall be paid at the per diem rate of 1/220th for 30% of the balance of unused sick leave, upon retirement, provided the Academics and Accountability Officer has completed working (3) years as the Academics and Accountability Officer.
- B. The Board shall provide the Academics and Accountability Officer with 27 vacation days annually, with such days to be taken during the year in which they are earned. With prior written notification to the Board, the Academics and Accountability Officer may carry over up to 10 days, provided that the Academics and Accountability Officer may not accumulate more than 27 days in addition to the annual vacation entitlement. Vacation for a partial year of service shall be prorated. Subject to limitations above, upon

termination of this Agreement the Academics and Accountability Officer will be paid for unused vacation days at the daily rate of 1/220th of annual salary times the number of accumulated days. In the event of death, unused and accrued vacation pay will be paid to the Academics and Accountability Officer's estate.

- C. The Board desires to encourage the professional improvement of its Academics and Accountability Officer. Therefore, when eligible, as hereinafter described, successfully complete courses in fields of study for which they have received the prior approval of the Superintendent, the Board will reimburse Academics and Accountability Officer full (i.e.100%) cost of up to two courses a semester and up to two courses during the summer, but not for more than nine (9) credit hours per school year not to exceed \$7,500.
- D. The Academics and Accountability Officer shall have the holidays on which the Board offices are closed.
- E. The Board shall provide the Academics and Accountability Officer annually with 4 personal absence days to be used at his discretion for pressing personal business that cannot be conducted outside of normal work hours.
- F. The Board shall provide the Academics and Accountability Officer with the same health insurance coverage and options as are provided to the school district administrators' bargaining unit. The Academics and Accountability Officer shall contribute toward the cost of insurance the same as is required of the administrators' bargaining unit members.
- G. The Board shall provide the Academics and Accountability Officer with term life equal to 3 times base salary during the term of this Agreement.
- H. Retiree Benefits

- a) Life Insurance

Upon retirement, a member may retain the above life insurance coverage by payment to the Board of the group rate premium.

Within the age limitations, health limitations and dollar amount limitation provided by the Board's group life insurance carrier, an administrator, at the time of retirement, in accordance with Connecticut General Statutes §et seq., may elect to purchase post-employment life insurance coverage from the Board's life insurance carrier. Under no circumstances shall failure by the Board of Education's group life insurance carrier to provide or extend coverage under this Article cause the Board of Education to assume any insurance obligation.

b) Retiree Health Insurance

(i) Eligibility

- I. Must be in active employment as the full time Academics and Accountability Officer in the New Britain Public Schools for eight (8) or more years.
- II. She is eligible to receive a normal/early retirement benefit pursuant to the Connecticut Teachers Retirement system (Connecticut General Statutes 10-183F).

(ii) Benefits

Once the Academics and Accountability Officer deemed eligible to participate under this plan she will be eligible to participate in the current health programs listed under Section 5.F. above, subject to any applicable premium cost sharing pursuant to collective bargaining until a three (3) year period of retirement. The Academics and Accountability Officer may cover her eligible dependents under this provision. The Board will pay 50% of the cost for two (2) additional years, but not past age 65.

- c) Upon death, her enrolled dependents may continue to receive the above-described medical insurance coverage in accordance with COBRA.
- I. The Academics and Accountability Officer shall be reimbursed for out-of-pocket expenses reasonably incurred in the performance of her professional duties.
 - J. The Board shall provide the Academics and Accountability Officer with a monthly stipend of \$160.00 to reimburse the Academics and Accountability Officer for her travel expenses incurred in the performance of his duties under this Agreement. For use of her own automobile outside of the state on school business, she shall be reimbursed at the IRS reimbursement rate on vouchers submitted by her.
 - K. The Academics and Accountability Officer shall be provided and/or reimbursed for technology and any other required items for the management of the Academics and Accountability Officer's office.
 - L. The Academics and Accountability Officer will inform the Superintendent in the event she needs to use sick leave, and provide an estimate of the duration of such leave, to the extent, she is able.

M. Vacation leave, personal leave, or absence from the district for professional commitments of one full day or more shall be coordinated in advance with the Superintendent.

6. TERMINATION:

A. The parties may, by mutual consent, terminate the contract at any time.

B. The Academics and Accountability Officer shall be entitled to terminate the contract voluntarily upon written notice of sixty days, except that the sixty-day notice is not required if termination is part of an action to implement a new contract in which case verbal notice by the Academics and Accountability Officer, duly witnessed and recorded in the minutes, is acceptable.

C. The Board may terminate the contract of employment during its term for one or more of the following reasons:

- (1) Inefficiency or incompetence;
- (2) Insubordination against reasonable rules of the Board of Education;
- (3) Moral misconduct;
- (4) Disability as shown by competent medical evidence; provided that the Board of Education make every reasonable effort to accommodate said disability
- (5) Other due and sufficient cause; and
- (6) Any other reason as set forth in C.G.S. §10-151(d), as it may be amended, other than elimination of position or loss of position to another.

D. Prior to initiating any termination proceedings as set forth below, the Board may offer to engage a mediator to assist the parties in resolving any dispute over the Academics and Accountability Officer's employment, upon such terms as the parties may agree or otherwise as the Board may offer.

E. In the event the Board seeks to terminate the contract for one of the above reasons, it shall serve on the Academics and Accountability Officer written notice that termination of her contract is under consideration. Such notice shall be accompanied by a written statement of reasons. Within fifteen (15) days after receipt from the Board of written notice that contract termination is under consideration, the Academics and Accountability Officer may file with the Board a written request for a hearing before the Board which shall be held within thirty (30) days after receipt of such request. The Board shall render its decision with fifteen (15) days of such hearing and shall send a copy of its decision

setting forth the reasons and evidence relied on to the Academics and Accountability Officer. The Board's decision shall be based on the evidence presented at the hearing. Such hearing may be in public, at the option of either the Board or the Academics and Accountability Officer. The Academics and Accountability Officer shall have the right to her own counsel, at her own expense. Any time limits established herein may be waived by mutual agreement of the parties.

- F. Nothing herein contained shall deprive the Board of the power to suspend the Academics and Accountability Officer from duty immediately when serious misconduct is alleged without prejudice to the rights of the Academics and Accountability Officer as otherwise provided in this Agreement.
- G. If the Academics and Accountability Officer is terminated on account of disability as shown by competent medical evidence, the Board shall pay the accumulated sick leave, vacation and insurance benefits provided in this Agreement.

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 contract 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. Upon signing, it supersedes all prior agreements between the parties.

Barbara Marino

Kristie Bourdoulous

Chairperson, New Britain Board of Education

Academics and Accountability Officer

By Barbara Marino 11/3/25
Date

KIMM 11/3/25
Date