

GATEWAY REGIONAL SCHOOL DISTRICT
OFFICE OF THE SUPERINTENDENT

TO: Lance Lucas

EFFECTIVE: August 26, 2025 – June 30, 2026

You are notified that you have been appointed 2nd Shift Security Monitor for the Gateway Regional School District, subject to the rules and regulations of the School Committee; the directives and assignments from the Superintendent, and the laws and regulations of the Commonwealth of Massachusetts pertaining to public schools and their administration.

COMPENSATION: The Security Monitor will be paid an hourly rate of \$22.00/hour.

BENEFITS: You will receive the following benefits:

1. WORK YEAR, WORK WEEK AND HOURS OF WORK

Normal workweek will consist of shifts on Monday through Friday from 2:30pm - 9pm and thirty two and a half (32.5) hours per week. You are entitled to all legal holidays during the 182 day work year.

2. FRINGE BENEFITS

The Security Monitor will be credited with ten (10) paid sick leave days at the beginning of the contract. Sick leave shall be accumulated to a maximum of one hundred twenty (120) days.

TEMPORARY LEAVES WITH PAY

The Security Monitor will be entitled to the following leaves of absence with pay, in addition to any sick leave to which the Security Monitor is entitled, provided reasonable notification is given to the Administrator.

One (2) days for personal reasons with notice given the Superintendent or one's immediate supervisor at least twenty-four (24) hours in advance of leave, except in cases of emergency.

Up to five (5) days at any one time, to arrange for and attend a funeral in the death of the Security Monitor's spouse, partner, parent, step-parent, legal guardian, child, step-child and up to three (3) days at any one time to arrange for and attend the funeral in the event of death of the Security Monitor's brother, step-brother, sister, step-sister, mother-in-law, father-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, grandparents and grandchildren.


Similar leave of one (1) day will be granted in the event of the death of other members of the Security Monitor's family including aunt, uncle, niece, nephew, and 1st cousin. In the event of the death of other persons as close as family, one (1) day may be granted at the discretion of the Superintendent of Schools.

The Administrator must file a demand for arbitration within thirty (30) calendar days of the date the Administrator first became aware of the basis for filing, or within thirty (30) calendar days of the date when the Administrator should have known of the basis for filing a demand for arbitration. The thirty (30) calendar day period shall begin as of the date the Administrator receives final notice of the termination. The arbitrator may enter an award for compensation due under the contract, but the arbitrator does not have authority to order reinstatement.

7. INVALIDITY

If any paragraph or 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.

2/9/26
Date


Superintendent of Schools

2/9/26
Date


2nd Shift Security Monitor