GATEWAY REGIONAL SCHOOL DISTRICT

LETTER OF EMPLOYMENT

THIS AGREEMENT, made as of June 23, 2026 by and between the Gateway Regional School Committee and Bruce Saunders, Maintenance/Grounds/Vehicle & 2nd Shift Supervisor, (hereinafter referred to as "Supervisor") agree to this Letter of Employment.

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

1. EMPLOYMENT: The Committee hereby employs Bruce Saunders as the Maintenance/Grounds/Vehicle & 2nd Shift Supervisor for the School District, and hereby accepts employment on the following terms and conditions:

2. TERM: The Supervisor shall be employed commencing on July 1, 2026 and terminating on June 30, 2029. Any extension or renewal of this contract shall be in accordance with the provisions of the Education Reform Act.

3. COMPENSATION: The Supervisor shall be paid an annual salary of $72,347.27 effective July 1, 2026 through June 30, 2027, payable in equal installments convenient to the parties, but not less often than once every two weeks. The annual salary effective July 1, 2027 through June 30, 2028 will be $74,517.69. The annual salary effective July 1, 2028 through June 30, 2029 will be $76,753.22. All will be subject to the annual evaluation.

4. TERMINATION: In the event that said Supervisor desires to terminate this contract before the term of services shall have expired, they may do so by giving at least a 60-day notice of his intention to the Superintendent. The Superintendent shall give at least a 60-day notice of their intention not to renew this contract.

   This Agreement may be terminated at any time 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 Supervisor 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 Supervisor 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 Supervisor shall perform faithfully, to the best of their ability, the duties of Maintenance/Grounds 2nd Shift Supervisor/Vehicle Maintenance, and other duties as may be assigned from time to time by the Superintendent of Schools or by direction of the School Committee. The work week will normally be Monday - Friday, 8 hours per day beginning at

10 a.m. and ending at 6:30 p.m. with flexibility during the summer, school vacation weeks, inclement weather and upon approval of the Superintendent and/or Business Administrator.

6. CERTIFICATION: The Supervisor shall be required to obtain a valid and appropriate Construction Supervisor License.

7. BENEFITS: The Supervisor shall be entitled to all of the employment benefits contained in the Custodian Workers Contract, which are incorporated into this Agreement by reference thereto, with the exception of sick bank.

8. GROUP INSURANCE: The Supervisor shall be entitled to seventy-five (75%) of the Blue Cross/Blue Shield H.M.O. payment. You shall be entitled to seventy-five (75%) of Life Insurance of the type currently available. Health Insurance for retirees is available based upon fifty percent (50%) of the payment as provided to all other eligible employees of the District.

9. PROFESSIONAL ACTIVITIES: The Supervisor may accept speaking, writing, lecturing or other engagements of a professional nature as he sees fit, provided they do not derogate from his duties.

10. REIMBURSEMENT FOR EXPENSES: The Supervisor will be reimbursed 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.

11. RELATIONSHIP BETWEEN SUPERVISOR AND SUPERINTENDENT: The Supervisor shall meet with the School Business Administrator at least once each year for the purpose of discussing with the School Business Administrator their job description and performance as well as the working relationship between the Supervisor and the School Business Administrator.

IN WITNESS THEREOF, the parties have hereunto signed this Agreement and a duplicate thereof this 1ST day of July in the year 2026.

By: _____ 7/1/26
Superintendent of Schools Date

_____ 7-6-26
Bruce Saunders, Maintenance/Grounds/Vehicle & 2nd Shift Supervisor Date