GATEWAY REGIONAL SCHOOL DISTRICT

Blandford Chester Huntington Middlefield Montgomery Russell
12 Littleville Road, Huntington, MA 01050

GATEWAY REGIONAL SCHOOL DISTRICT
NON UNION LETTER OF EMPLOYMENT

THIS AGREEMENT, is by and between the Gateway Regional School District and Christina Kadzik, Speech and Language Pathologist Assistant (hereinafter referred to as "SLPA") agree to this Letter of Employment. The effective date of this agreement is the date of the last signed hereto this agreement below.

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

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

1. EMPLOYMENT: The Committee hereby employs Christina Kadzik, Speech and Language Pathologist Assistant, and she hereby accepts employment on the following terms and conditions:

2. TERM: The SLPA shall be employed commencing August 25, 2026 and terminating on June 30, 2027.

3. COMPENSATION: The SLPA shall be paid an annual salary of $49,537 payable in equal installments convenient to the parties, but not less often than once every two weeks. Service hours will be 6.5 hours per day for a total of 182 days. The SLPA will start the academic year 2 days prior to students' 1st day of school. A daily, unpaid 30-minute lunch period shall be provided and is not counted toward compensable service hours.

4. TERMINATION: In the event that the SLPA 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 their 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 SLPA to a less skilled position. If the workday or work year is reduced, there will be a corresponding proportion of the salary to reflect the changed workday or work year.

5. DUTIES: The SLPA shall perform faithfully, to the best of their ability, their professional responsibilities, and other duties as may be assigned from time to time by the Superintendent of Schools, Pupil Services Director or by direction of the School Committee. The SLPA will attend Professional Development if the content is related to professional expectations. This could include faculty meetings, principal late days, or professional development 1/2 and full days. This will be determined by the Pupil Services Director and communicated to the SLPA at least 1 week in advance or can be settled at the start of each school year. The SLPA will be provided with an SLP to supervise 20% of caseload as required of SLPA's credentialing. The SLP will perform the job

responsibilities to the best of their abilities with the time the SLP can allocate to the position and prioritize duties in collaboration with the Pupil Service Director for all students, services, and locations at Gateway.

The SLPA will attend one Open House per academic year; if the SLPA supports students in more than 1 school, she will determine which Open House in collaboration with the principals and Pupil Services Director.

The SLPA will be present for parent conferences when requested by the family, principal, or Special Education teacher.

Direct contact with students including providing services and conducting assessments will be included in working hours. Attendance in meetings will also be included in working hours. Service hours should be inclusive of 240 minutes of prep and documentation time per week, for purposes of Medicaid billing, student progress documentation, meeting preparation, and planning for direct service.

6. CERTIFICATION: The SLPA shall furnish and maintain throughout the term of this contract a valid and appropriate certificate qualifying her to act as the Speech and Language Pathologist Assistant in the Commonwealth, or a currently approved waiver.

7. BENEFITS: The SLPA will receive 15 sick days and 2 personal days annually . The Committee authorizes seventy percent (70%) of the Blue Cross/Blue Shield P.P.O. plan of the type presently available to Non-Union employees. The employer contribution to the H.M.O. Plan will be seventy-five (75%) with the employee contributing the remaining twenty-five (25%). The committee authorizes seventy-five (75%)of the term life insurance, death and dismemberment of the type presently available to Non-Union.

8. RELATIONSHIP BETWEEN SLPA AND DIRECTOR OF PUPIL SERVICES: The SLPA shall meet with the Director of Pupil Services at least once each year for the purpose of discussing with the Director of Pupil Service their job description and performance as well as the working relationship.

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 26 th day of August in the year 2026.

By: _____
Superintendent

_____
Speech and Language Pathologist Assistant