GATEWAY REGIONAL SCHOOL DISTRICT
OFFICE OF THE SUPERINTENDENT

TO: Rory McDonough

EFFECTIVE: October 5 , 2026 – June 30, 2027

You are notified that you have been appointed 2nd Shift Security Monitor (hereinafter referred to as "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 effective October 4, 2026 through June 30, 2027.

BENEFITS: You will receive the following benefits:

1. WORK YEAR, WORK WEEK AND HOURS OF WORK

Normal workweek will consist of thirty (30) hours per week. The regular work year will be for ten (10) months with a total of one hundred and eighty-two (182) (this year prorated) days. You will be entitled to all legal holidays during the 182 day work year. Work hours will be 3:00 a.m.-9:00 p.m.

2. FRINGE BENEFITS

The Security Monitor will be credited with fifteen (15) sick leave days at the beginning of each year. Sick leave shall be accumulated to a maximum of one hundred twenty (120) days.

At the end of each school year the Committee will make the following payments to the Security Monitor if used no more than the following number of sick days:

Sick Leave Days	Payment
0	$500
1	$400
2	$300

The Security Monitor shall be informed at the beginning of each contract year as to the number of sick leave days they have accumulated.

The School Committee will allow sick leave beyond the above limits.

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.

Two (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.

At the end of each school year Security Monitor with unused personal days will be compensated at a rate of one hundred dollars ($100) per unused day.

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.

Such time as is necessary to comply with Selective Service Exams and Reserve Duty in the Armed Forces.

At least one day each contract year for the purpose of visiting other schools or attending meetings or conferences of the educational nature, subject to the approval of one's immediate supervisor.

The Security Monitor will receive up to three (3) days leave of absence each school year with pay for religious purposes. Such leave is to be in addition to any other leave provisions contained herein.

The Committee agrees to make up the difference in a Security Monitor's wages between normal pay and compensation for jury duty, exclusive of travel or other allowances.

TEMPORARY LEAVES WITHOUT PAY

A request to utilize up to five (5) days of unpaid leave must be submitted on the appropriate form to the Superintendent at least twenty-four (24) hours in advance of the leave, except in cases of emergency. Unpaid leave requests may be granted if the Security Monitor has no available personal days remaining.

3. GROUP INSURANCE

You shall be entitled to 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 75% with the employee contributing the remaining 25%. You shall be entitled to seventy-five (75%) of life Insurance of the type currently available.

4. PROFESSIONAL DAY/WORKSHOP

One (1) day shall be granted per year to attend a professional meeting or workshop subject to the prior approval of the Superintendent of Schools.

6. WORKER'S COMPENSATION

You shall be entitled to Worker's Compensation benefit for injuries suffered in the performance of your duties in accordance with Chapter 152§69 of the General Laws of Massachusetts.

7. TERMINATION OF AGREEMENT

In the event that said Security Monitor desires to terminate this contract before the term of services shall have expired, they may do so by giving at least a 30-day notice of this intention to the Superintendent.

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 Security Monitor 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.

9. 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.

9/22/26
Date

Superintendent of Schools

10/6/26
Date

Rory McDonough
Security Monitor