

EMPLOYMENT AGREEMENT

This Agreement is made and entered into by and between the Board of Education of the Town of Westport, County of Fairfield, State of Connecticut (hereinafter referred to as "Board") and Dr. Anthony Buono (hereinafter referred to as "Dr. Buono"). The purpose of this Agreement is to set forth the terms and conditions under which the Board employs and Dr. Buono agrees to be employed by the Board in the position of Assistant Superintendent of Schools for the Westport Board of Education. Both parties agree that due and sufficient consideration exists to support this Agreement, including but not limited to the mutual promises and commitments made herein.

NOW THEREFORE, the parties agree as follows:

1. The Board hereby agrees to employ Dr. Buono as Assistant Superintendent of Schools for the Westport Board of Education, and Dr. Buono hereby accepts such a position.
2. The term of this Agreement shall be from July 1, 2018 through and including June 30, 2021. During the months of May and/or June of 2019 and 2020, the Board shall conduct a review of Dr. Buono's salary to determine what the annual salary shall be effective the following July 1, provided that in no event shall salary in one year be less than the salary of the previous year. The Board shall conduct a review of the duration of this Agreement in May and/or June 2020, and following such review the Board shall vote on whether to extend or renew Dr. Buono's employment beyond June 30, 2021. If the contract is so extended, the Board shall determine the annual salary, which shall be effective the following July 1.
3. For the period of July 1, 2018 through June 30, 2019, the Board shall pay Dr. Buono a salary of Two Hundred Fifteen Hundred Thousand Dollars (\$215,000), such payment to be divided into pro-rated payments identical to the prorated salary payments made by the Board to its twelve-month school administrators who are members of the

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bargaining unit represented by the Westport Intermediate Administrators Association (hereinafter referred to as "the WIAA").

4. Dr. Buono shall be eligible for an elective deferral salary on a pre-tax basis as permitted under IRC Section 403(b), as amended, including the catch-up limit of IRC Section 414(v), to be contributed toward the purchase of a 403(b) annuity of his choice. Dr. Buono also shall be eligible for an elective deferral of salary on a pre-tax basis for an eligible plan under Section 457 of the Internal Revenue Code, in accordance with the applicable regulations to Section 457 issued by the Internal Revenue Service.

5. Dr. Buono and his eligible dependents shall be eligible for the same medical, major medical, long term disability, and life insurance coverage from the Board, as are provided to Westport Administrators under the WIAA collective bargaining contract, as that contract may from time to time be amended in the future. Dr. Buono shall be required to make the same premium contributions and shall be subject to the same deductibles and other insurance cost containment measures as are or may in the future be in effect under the WIAA contract. Dr. Buono will also be afforded a one-time allocation of 60 days of sick leave upon entry to the District, in addition to his yearly allotment.

6. Dr. Buono will receive paid vacation, holiday, and sick leave days identical to those provided under the WIAA contract, as such contract may from time to time be amended in the future. For the purpose of vacation carryover only, the employment year shall end on June 30<sup>th</sup> of each year.

7. Dr. Buono may forgo up to five (5) days of vacation each year of this Agreement and receive per diem compensation (1/220 of the sum of the annual base salary) for such days, provided that any such days have accrued.

8. Dr. Buono agrees to devote his full energies to his position as Assistant Superintendent of Schools in Westport. He shall be employed under the direction and supervision of the Superintendent of Schools. His daily work schedule shall be

established by the Superintendent of Schools, and Dr. Buono understands that his is a full time, year round position. His duties and responsibilities shall include all those tasks normally and traditionally required of assistant superintendents plus any additional duties and responsibilities required by the Board or the Superintendent.

9. Dr. Buono shall be evaluated at least annually by the Superintendent of Schools.

10. Dr. Buono shall, upon application, be reimbursed for automobile travel on board or school district business outside the Town of Westport at the established mileage reimbursement rate. Dr. Buono shall also receive an annual travel allowance of Three Thousand Dollars (\$3,000) for in-district transportation related to his duties as Assistant Superintendent of Schools.

11. This Agreement and the employment relationship may be terminated at any time by mutual agreement of Dr. Buono and the Board. Dr. Buono may terminate this Agreement at any time by providing to the Board at least ninety days advance written notice of his intention to resign. This Agreement and the employment relationship may also be terminated at any time by the Board of Education for other due or sufficient cause. Board action to non-renew or termination Dr. Buono's contract of employment in accordance with Conn. Gen. Stat. Section 10-151 shall also operate to terminate this Agreement. Nothing in this Agreement shall deprive the Board of Education of the authority to suspend or relieve Dr. Buono from duty immediately when serious misconduct against him is alleged.


12. This Agreement shall become effective upon its approval and signing by Dr. Buono and subsequent signing by, the Superintendent of Schools, a duly authorized representative of the Board.

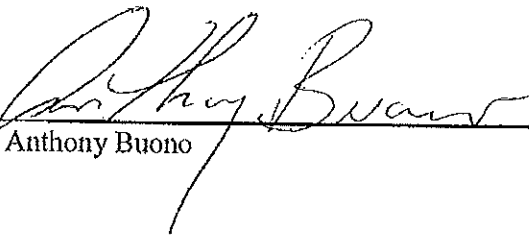
13. This Agreement constitutes the full and complete agreement between the parties, and Dr. Buono and the Board acknowledge that no other promises or

commitments were made not contained in this Agreement unless they were reduced to writing and mutually signed by both parties.

14. This Agreement shall be in force and effect from the date of its approval and signing by both parties as provided above through and including June 30, 2021 when it shall expire and be of no further force and effect. Dr. Buono and the Board may, upon mutual agreement, reduced to writing, extend this Agreement.

WESTPORT BOARD OF EDUCATION

By  Date: 5/1/18  
Dr. Colleen A. Palmer  
Superintendent of Schools

By  Date: 4/30/18  
Dr. Anthony Buono