

EMPLOYMENT AGREEMENT

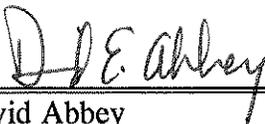
This Agreement is made and entered into by and between the Board of Education of the Town of Westport, County of Fairfield, State of Connecticut (hereinafter referred to as "Board") and Mr. Michael Rizzo (hereinafter referred to as "Mr. Rizzo"). The purpose of this Agreement is to set forth the terms and conditions under which the Board employs and Mr. Rizzo agrees to be employed by the Board in the position of Assistant Superintendent of Pupil Personnel Services 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:

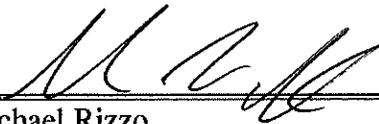
1. The Board hereby agrees to employ Mr. Rizzo as Assistant Superintendent of Pupil Personnel Services for the Westport Board of Education, and Mr. Rizzo hereby accepts such a position.
2. The term of this Agreement shall be from July 1, 2020 through and including June 30, 2023. Prior to June 30, 2021, the Board may vote to extend this contract. Absent such action by the Board, this contract shall terminate on June 30, 2023 in accordance with its terms.
3. For the period of July 1, 2020 through June 30, 2021, the Board shall pay Mr. Rizzo a salary of Two Hundred Nineteen Thousand Dollars (\$219,000), 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 bargaining unit represented by the Westport Intermediate Administrators Association (hereinafter referred to as "the WIAA"). The Board shall vote prior to June 30 of each succeeding year on the annual salary for the Assistant Superintendent of Pupil Personnel Services. The base annual salary for any successive year of this contract shall not be less than the salary for the preceding year.
4. Mr. Rizzo 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. Mr. Rizzo 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. Mr. Rizzo 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. Mr. Rizzo 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. Mr. Rizzo will also be afforded a one-time allocation of 30 days of sick leave upon entry to the District, in addition to his yearly allotment.
6. Mr. Rizzo will receive paid vacation, holiday, and sick leave days identical to those provided under the WIAA contract, as such contract may from time to

when it shall expire and be of no further force and effect. Mr. Rizzo and the Board may, upon mutual agreement, reduced to writing, extend this Agreement.

WESTPORT BOARD OF EDUCATION

By 
Dr. David Abbey
Interim Superintendent of Schools

Date: *May 12, 2020*

By 
Mr. Michael Rizzo

Date: *May 18, 2020*