

**EMPLOYMENT
AGREEMENT BETWEEN
THE HAMPTON BOARD OF
EDUCATION AND**

**Charmaine Campo
aka: Sam Roberson**

PRINCIPAL OF HAMPTON ELEMENTARY SCHOOL

This agreement is made and entered into on this 26th day of June, 2019 by and between the Hampton Board of Education ("the Board") and Charmaine Campo, Principal of Hampton Elementary School ("the Principal"). The Board agrees to employ Charmaine Campo, and Charmaine Campo agrees to accept such employment as Principal of Hampton Elementary School under the terms and conditions set forth herein.

Section 1 - Terms of Agreement

This agreement shall be in force and effect July 1, 2019 to June 30, 2020

Section 2 - Right to Manage

Subject to the provisions of this Agreement, the Board and the Superintendent of Schools reserve and retain the full right, authority and discretion in the proper discharge of their duties and responsibilities to control, supervise, and manage the public school system for the Town of Hampton under all applicable governing laws, rules, ordinances and regulations. This Agreement is subject to Section 10-151 of the Connecticut General Statutes.

Section 3 - Work Year

The Principal shall be entitled to twenty (20) vacation days annually to be taken at a time acceptable to the Superintendent of Schools, and the following holidays:

Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day,
Christmas Day, New Year's Day, Martin Luther King Day, President's Day,
Good Friday, Memorial Day

The above holidays shall be taken on the date declared by the State or Federal government, or in lieu thereof by the Board of Education, as the official day of celebration, and only when school is not in session.

The Principal shall be eligible to carry over one week of unused vacation into the next contract year, subject to the discretion of the Superintendent.

Section 4 - Leaves

A. Sick Leave

Sick leave shall be granted to the Principal in the amount of fifteen (15) days per year cumulative to two hundred twenty-one (221) days. Total sick leave for a given year shall become available on July 1 of that year. The current teacher accumulated sick days shall become part of this contract.

B. Personal Leave

The Principal shall be eligible for five (5) personal leave days per year during the term of the Agreement with full pay. Additional personal leave days may be granted at the discretion of the Superintendent.

C. Religious Holidays

The Principal shall be entitled to three (3) school days per year without loss of pay during the term of this Agreement for the observance of religious holidays.

D. Conference Leave

At the discretion of the Superintendent and subject to budgetary limitations, the Principal may be granted an unspecified number of days with pay and reimbursement for expenses for such purposes as visiting days, organization meetings, conferences, and community relation activities.

E. Bereavement

The Principal shall be eligible for up to five (5) days with pay for each death of an immediate family member. The immediate family shall be defined to include the Principal's children, parents, spouse, or sibling, subject to approval of the Superintendent.

Section 5 - Sabbatical Leave

After the Principal has accumulated seven years of service in the Hampton Public Schools, she may apply for a sabbatical leave for period of up to one year for the purpose of engaging in educational activity consistent with the needs of the school system. After review of her application for a sabbatical leave, the Superintendent shall forward the application and his recommendations to the Board for its consideration. The leave, if approved, shall be in effect only for the time during which the Principal is engaged in educational activities. During the sabbatical leave, the Principal shall be paid at a rate to be negotiated with the Board.

Section 6 - Maternity/Parental Provisions

The Principal shall be eligible for a maternity or parental leave in accordance with all applicable State and Federal law.

Section 7 - Professional Dues

The Principal shall be reimbursed for payment of dues to professional organizations relating to her area of assignment as approved by the Superintendent of Schools, subject to budgetary limitations.

Section 8 - Staff Development

A. Tuition Payment

At the discretion of the Superintendent and subject to budgetary limitations, the Board will pay tuition for courses or other training workshops which have a direct benefit to the students or the school and which are successfully completed by the Principal. Courses need advance approval by the Superintendent.

B. Management Training and Conference Attendance

The Principal may request to attend management training activities and conferences. The Superintendent of Schools may grant such request at his discretion in light of the district's needs and budgetary restraints.

Section 9 - Transportation Allowance

The Principal, when using her motor vehicle on school-related business, shall be reimbursed at the per mile IRS rate. Calculation of mileage will begin at Hampton Elementary School. Requests for compensation for school-related travel will be subject to authorization and approval of the Superintendent.

Section 10- Insurance Benefits

The Principal is eligible for following insurance benefits:

- A. Preferred Provider Plan, Flex POS-30-30 (PPO) for the principal and eligible family members or High Deduction Health Plan Flex-POS-HSA (HDHP) with Health Savings Account (HSA). If the principal chooses the HDHP, the board will fund one half the deductible on July 1, 2019.
- B. Full dental for principal and eligible family members.

The premium cost share for this year (2019-2020) is 24% for the PPO and 19% for the HDHP with HSA. The premium cost share is 24% for the dental plan. The Board may change insurance carriers or self-insure provided the Principal's benefits remain substantially equal to benefits provided by the previous carrier.

Principal shall be eligible for coverage under a thirty-five thousand dollar (\$35,000) Term Life Insurance Policy paid for in full by the board.

Section 11- Salary

The annual salary for the Principal for the 2019-2020 school year shall be \$101,028. Payment will be biweekly, beginning on July 10, 2019. Salaries for each subsequent school year shall be established by the Board.

Section 12 - Tenure

Per Connecticut law Section 10-151, full current tenure carries into this position.

Section 13 - Termination

The agreement and employment of the Principal may be terminated in accordance with the provisions of Section 10-151, et seq. of the General Statutes.

Section 14 - Savings Clause

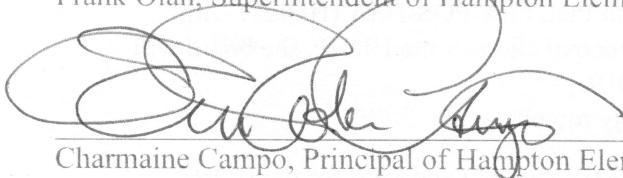
If any portion of this Agreement is ruled invalid for any reason, the remainder of the Agreement shall remain in full force and effect. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

Signatures of agreement:



Frank Olah, Superintendent of Hampton Elementary

6/26/19
Date



Charmaine Campo, Principal of Hampton Elementary

June 26 2019
Date