



NEW HAVEN PUBLIC SCHOOLS

NEW HAVEN BOARD OF EDUCATION INTERIM SUPERINTENDENT AGREEMENT

EXECUTED
ORIGINAL

1. Preamble

This Agreement is made by and between the New Haven Board of Education (the "Board"), acting through Mr. Darnell Goldson, its President, and Dr. Iline Tracey.

The Board is currently involved in a search for a new Superintendent of Schools. The Board wishes to employ a qualified individual as Interim Superintendent of Schools while the search is being conducted.

Subject to and in accordance with the provisions of Section 10-157 of the Connecticut General Statutes, the Board has appointed Dr. Iline Tracey as Interim Superintendent of Schools, and Dr. Tracey does hereby accept assignment as Interim Superintendent of Schools (hereinafter "Dr. Tracey" or the "Interim Superintendent") under the terms and conditions set forth in this Agreement.

2. Term of Agreement

Subject to the approval of the Commissioner of Education for the State of Connecticut, Dr. Tracey shall commence her assignment as Interim Superintendent with the Board on November 1, 2019 and shall continue to be assigned to serve as Interim Superintendent until the successor superintendent commences employment, except as otherwise provided herein.

Notwithstanding anything in this section to the contrary, the provisions of this Agreement entitled "Termination of Contract" shall take precedence, and the Interim Superintendent's assignment may be terminated at any time for just cause.

3. Duties

The Interim Superintendent shall maintain certification as a Superintendent of Schools, in accordance with all applicable statutes and regulations, throughout the term of this Agreement. The Interim Superintendent shall serve on a full-time basis as the chief executive officer for the Board. In harmony with the policies of the Board, state laws, and State Board of Education regulations, the Interim Superintendent has executive authority over the New Haven Public Schools and the responsibility for their supervision. The Interim Superintendent has the general authority to act at the Interim Superintendent's discretion, subject to later approval by the Board, upon all emergency matters and those as to which the Interim Superintendent's powers and duties are not expressly limited or are

not particularly set forth. The Interim Superintendent shall advise the Board on policies and plans that the Board takes under consideration, and shall take the initiative in presenting to the Board policy and planning issues for the Board's attention. The Interim Superintendent (or a designee as approved by the Board) shall attend all meetings of the Board.

4. Leave of Absence

The Board of Education hereby grants the Interim Superintendent a leave of absence from her current position as Assistant Superintendent for Instructional Leadership for the duration of her assignment as Interim Superintendent of Schools. The Board will keep Dr. Tracey's position of Assistant Superintendent for Instructional Leadership available for her, and at the conclusion of Dr. Tracey's service as Interim Superintendent, Dr. Tracey shall be reassigned to that position.

5. Compensation

In recognition of Dr. Tracey's additional responsibilities as Interim Superintendent, the Board agrees to pay the Interim Superintendent an annual salary of Two Hundred and Twenty-Five Thousand Dollars (\$225,000) (prorated for the period Dr. Tracey serves as Interim Superintendent).

The Interim Superintendent shall receive an annual tax shelter annuity payment of 3% of her annual salary for deposit into an annuity of her choice, payable pro rata to an annuity as she may direct in writing.

In addition, during the term of this Agreement, the Interim Superintendent shall continue to receive all fringe benefits that she receives in her current position of Assistant Superintendent for Instructional Leadership, including continued accumulation of vacation, sick and personal days.

6. Evaluation

The Board shall evaluate and assess the performance of the Superintendent at least once during the term of this Agreement. Said evaluation and assessment shall be reasonably related to the goals and objectives of the New Haven Public Schools for the year. Such evaluation shall be completed by June 30, 2020.

7. Other Terms

- a. The Board agrees that Dr. Tracey will be permitted to apply for the position of successor Superintendent.
- b. On November 1, 2019, the Board extended Dr. Tracey's contract for the position of Assistant Superintendent for Instructional Leadership until June 30, 2022 on mutually-agreed terms to be determined.

- c. The District shall provide the Interim Superintendent an automobile and shall provide any necessary services related to the operation of the automobile, including expenses for fuel, oil, insurance, maintenance and all repairs. Consistent with past practice, the Superintendent shall have unrestricted use of this automobile for in-state travel and out-of-state travel for professional events.

8. Termination of Contract

- A. The parties may, by mutual consent, terminate this Agreement at any time during its term.
- B. The Board may terminate this Agreement during its term for good cause.
- C. Dr. Tracey may resign her position as Interim Superintendent at any time upon thirty (30) days' written notice to the Board of Education, and the Board may terminate this Agreement upon thirty (30) days' written notice to Dr. Tracey.

9. General Provisions

- A. If any part of this Agreement is determined by a court of final authority to be invalid, that portion shall be severed from the Agreement, and the remainder of the Agreement shall remain in full force and effect.
- B. This Agreement contains the entire agreement of the parties. It may not be amended orally but may be amended only by an agreement in writing, signed by both parties.
- C. This Agreement shall be construed under the laws of the State of Connecticut.

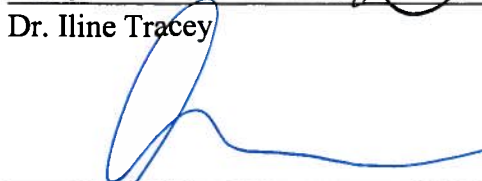
IN WITNESS WHEREOF, the undersigned have executed this Agreement.



Dr. Iline Tracey

10-31-19

Date



Darnell Goldson, President
New Haven Board of Education

11/1/2019

Date