

READING PUBLIC SCHOOLS
Reading, Massachusetts

LETTER OF AGREEMENT

SUPERINTENDENT OF SCHOOLS

and the

READING SCHOOL COMMITTEE

INTRODUCTION

The Reading School Committee and the Superintendent of Schools, hereinafter called the Superintendent, have developed this Letter of Agreement covering areas of mutual understanding regarding terms and conditions of employment.

The Reading School Committee agrees to employ HARRY K. HARUTUNIAN as Superintendent of Schools and Harry K. Harutunian accepts such employment under the following terms and conditions:

TERM:

The Superintendent shall be employed for the period commencing July 1, 2002 and ending June 30, 2006, and for successive periods of four (4) years from the July 1 anniversary date following said July 1, 2002, unless notified in writing by the Committee on or before April 1 of any year of its intent to terminate this Agreement in three (3) years from the next July 1. It is the responsibility of the Superintendent to notify the School Committee by March 1 of every year of the renewal date of April 1. Failure to notify the Committee by March 1 by the Superintendent forfeits the one (1) year extension.

SALARY:

The salary for the position of Superintendent for the period from July 1, 2002, through June 30, 2003, shall be \$118,818 (One Hundred and Eighteen Thousand Eight Hundred and Eighteen Dollars). Salary for any subsequent years shall be agreed to by both parties in advance. The School Committee will also give the Superintendent for 2002-2003 a merit payment of up to \$7,500 paid on the last pay period of FY03, subject to continued good performance as judged by the School Committee.

VACATION:

The Superintendent shall receive five (5) weeks of vacation time annually. The Superintendent shall notify the Reading School Committee in advance of planned vacation periods. If it is necessary to use vacation time of one week or less due to certain circumstances, the Superintendent will notify the Chair of the Reading School Committee. The School Committee will allow up to two weeks of unused vacation time to be bought back from the Superintendent annually by the School Committee and this amount will not be part of the annual base pay, but a separate amount.

CONSULTING:

The Superintendent may use up to three days vacation time for consulting purposes, provided there is no conflict with the superintendency of Reading, with notification to the Chair of the Reading School Committee.

SICK LEAVE:

The Superintendent shall be entitled to fifteen (15) days paid sick leave per year, accumulating to a total of one hundred eighty (185) days. Additional leave, due to prolonged illness, may be granted at the discretion of the Reading School Committee. The accrual of sick leave is calculated from the date of original employment by the Reading School Committee.

EVALUATION:

The work of the Superintendent shall be evaluated by the Reading School Committee during the period covered by this Agreement according to School Committee policy CAB and its accompanying guidelines.

TUITION REIMBURSEMENT:

The Superintendent shall be reimbursed for graduate tuition and fees not to exceed one thousand six hundred dollars (\$1,600) per annum.


TRAVEL:

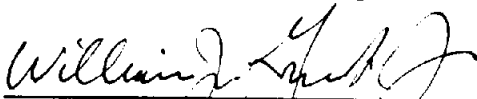
The Reading School Committee will reimburse the Superintendent for the use of his private vehicle at the rate of three thousand three hundred and forty two dollars (\$3,342) per year for the 2002-2003 school year.

MISCELLANEOUS EXPENSES:

The Superintendent will receive during the 2002-2003 school year the amount of two thousand and four dollars (\$2,004) for miscellaneous expenses related to his role as Superintendent of Schools.

Reading School Committee

By: 
Timothy R. Twomey, Chair

By: 
William J. Griset, Jr., Vice Chair

6/17/02
Date

Superintendent of Schools


Henry K. Harutunian

6/18/02
Date