



EMPLOYMENT AGREEMENT BETWEEN THE BLOOMFIELD BOARD OF EDUCATION AND DOMENIC GRECO

It is hereby agreed by and between the Board of Education of the Town of Bloomfield (hereinafter called the "**Board**") and Domenico E. Greco (hereinafter called the "**Executive Director**") (hereinafter collectively referred to as, "**Parties**") that said Board has and does hereby employ Domenico E. Greco as the Executive Director of Finance and Operations for the Bloomfield Public Schools within the Town of Bloomfield and that Domenico E. Greco accepts employment as the Executive Director of Finance and Operations upon the terms and conditions hereinafter set forth (hereinafter, the "**Agreement**").

1. TERM

The employment term shall be from February 24, 2025 until June 30, 2028 or until such time as this agreement may be terminated pursuant to Paragraph Five (5) below.

2. COMPENSATION

The compensation of the Executive Director of Finance and Operations will be \$188,700 annually between February 24, 2025 and June 30, 2025. This amount will be prorated for the remainder of the 2024-2025 school year and paid retroactively.

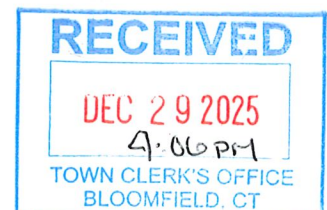
For the period of July 1, 2025 through June 30, 2026, the compensation will be \$194,078. Compensation for the July 1, 2026 through June 30, 2028 will be negotiated at a later date.

3. DUTIES

The Executive Director of Finance and Operations will oversee the financial and operational aspects of the district including budgeting, accounting, purchasing, payroll, financial reporting and state and federal compliance. This position is essential for ensuring the short- and long-term fiscal stability of the Bloomfield Public Schools. The Executive Director of Finance and Operations will serve as a key member of the Superintendent's Cabinet, contributing to high-level decision-making and strategic direction of the district. The Executive Director will report directly to the Superintendent and will be responsible for supervising multiple employees within the Finance and Operations staffing structure. In addition to working alongside the Superintendent and the Cabinet, the Executive Director will be responsible for the ongoing analysis, and evaluation of the financial and operational procedures that support the district's fiscal health. This position will play an active role in our communication with the Board of Education, Town leadership, BPS staff, community partners and grant providers.

4. FRINGE BENEFITS

- a. The Board shall provide the Executive Director with twenty (20) sick days annually cumulative to a maximum of 220 days. The Board agrees that the Executive Director begins the initial contract year with twenty (20) accumulated sick days. Upon retirement from Bloomfield Public Schools, the Executive Director shall receive payment for all unused sick time, not to exceed one hundred twenty (120) days, upon retirement at the current daily rate (salary/260).





- b. The Executive Director will be entitled to 25 vacation days per year. The Executive Director will be able to carry over unused accumulated vacation days from one year to the next contract year. At no time, shall the Executive Director have accumulated unused vacation time greater than forty-five (45) days. In the event the Executive Director leaves the employment of the Board other than termination for cause, the Board shall compensate the Executive Director for all unused vacation time based upon a per diem rate of 1/260th of his annual salary.
- c. The Executive Director shall be entitled to the fourteen (14) standard holidays on which the Board offices are closed.
- d. The Board shall provide the Executive Director annually with six (6) Personal Absence Days to be used at his discretion for pressing personal issues that cannot be conducted outside of work hours. The Board shall also provide the Executive Director with six (6) Bereavement Days to be used consecutively in connection with the death of an immediate family member.
- e. The Board of Education shall provide the Executive Director and his dependents with the same health insurance coverage as is provided to Bloomfield School Administrators at the time this contract is executed. The Executive Director shall pay the same premium cost-share as other Bloomfield School Administrators.
- f. If the Executive Director chooses to decline such medical benefits, a quarterly reimbursement payment of \$500 will be paid to the Executive Director.
- g. The Board shall pay the premium for the long-term disability insurance policy, which policy shall be the same as that which is provided to other Bloomfield school Administrators employed by the Board, while the Executive Director is employed by the Board. The terms of the policy shall be as set forth in the policy documents on file and available for inspection in the Board offices.
- h. The Board shall provide the Executive Director with group term life insurance in the amount of two times his annual salary. The Board shall pay eighty-five (85%) percent of the premium amount, and the Executive Director shall pay fifteen (15%) percent of the premium amount.
- i. The Executive Director will be eligible for the Town of Bloomfield Retirement Income Plan.
- j. The Executive Director will be eligible to participate in a 403b annuity plan.
- k. The Board shall provide the Executive Director with all business supplies necessary to perform the functions of her position, including a cell phone and a computer. All expenses related to the maintenance of such devices shall be administered by the Business Manager's office.



5. TERMINATION

- a. The Parties may terminate this Agreement at any time by mutual, written agreement.
- b. The Executive Director shall be entitled to terminate this Agreement voluntarily upon written notice of thirty (30) days to the Board.
- c. The Board shall be entitled to terminate the Agreement at any time with thirty (30) days' notice to the Executive Director for one or more of the following reasons:
 - i. Inefficiency or incompetence;
 - ii. Insubordination against reasonable rules of the Board of Education;
 - iii. Moral misconduct;
 - iv. Disability as shown by competent medical evidence; and
 - v. Other due and sufficient cause.

6. GENERAL PROVISIONS

- a. If any part of this Agreement is invalid, it shall not affect the remainder of the Agreement, and the remainder of the Agreement shall be binding and effective upon all parties.
- b. This Agreement contains the entire Agreement between the Parties. It may not be amended orally but it may be amended in writing signed by the Parties hereto. Upon execution, this Agreement supersedes any prior Agreement between the Parties.
- c. This Agreement shall be governed and construed in accordance with the laws of the State of Connecticut, and the Parties consent to the exclusive jurisdiction of the appropriate state or federal court in Connecticut.
- d. Where "days" are referred to herein, the reference is to calendar days, and not business days.

IN WITNESS WHEREOF, the undersigned have executed this agreement on the day and year set forth below.

Tracy A. Youngberg 5/13/25
Tracy A. Youngberg, Ed.D. Date
Superintendent of Schools

Domenico E. Greco 5/13/25
Domenico E. Greco Date
Executive Director of Finance and
Operations

