

## Principal's Contract & Annual Salary Agreement

**Steven Jackopsic** (to whom the term "principal" hereinafter refers), employed as a **principal** (includes service administrator in the provision of special education services PreK through grade 12) in the public school of the **Town of Union, Connecticut**, under a continuing contract dated **May 14, 2025**, is hereby notified that the Board of Education of said Town has voted and hereby agrees under the terms of said contract, and agree to pay said principal for the year **beginning July 1, 2025 and ending June 30, 2028**, an annual salary as indicated below plus a stipend of \$400.00 per pay period in the 2025-2026, \$550.00 per pay period in 2026-2027 and \$650.00 per pay period in 2027-2028 school years **in lieu of health insurance benefits** payable as follows: **biweekly beginning July 1, 2025**, and subject to required deductions for the State Teachers' Retirement Fund and the United States Withholding Tax, and other agreed-to deductions which the principal may in writing authorize.

|                               |              |
|-------------------------------|--------------|
| July 1, 2025-June 30, 2026... | \$128,419.00 |
| July 1, 2026-June 30, 2027... | \$131,629.00 |
| July 1, 2027-June 30, 2028... | \$135,578.00 |

Other benefits: Term life insurance \$75,000.00, annual TSA contribution 10% of salary/stipend & sick days: 15 annually, cumulative to 185, personal days: 4 accumulative up to nine, bereavement days: 4 non-accumulative.

Said principal, under the terms and conditions of the aforementioned continuing contract, hereby agrees to accept the above-stated salary in return for 210 days (10 days of which maybe worked from home) service during the above-stated period.

This salary agreement shall become operative when properly signed in duplicate and one copy returned by the principal to the office of the Superintendent of Schools.

SIGNED:

Principal.....*SAJ*..... Union Board of Education.....*Andrea Esler*  
Date.....*5/30/25*..... Date.....*5/30/25*.....

## AGREEMENT FOR SUPERINTENDENT OF SCHOOLS

The UNION BOARD OF EDUCATION (the "Board") and STEVEN J. JACKOPSIC hereby enter into the following Agreement regarding the employment of Jackopsic as Superintendent of Schools for the Union School District for the period between July 1, 2025 through June 30, 2028.

WHEREAS, Jackopsic is currently employed as the Principal at Union School, and has a contract of employment for his work in that position;

WHEREAS, the Board also employs as Jackopsic (since July 1, 2020) as a part time Superintendent of Schools to discharge its obligations under Connecticut General Statutes § 10-157, pursuant to a Memorandum of Agreement dated , 5/13/2020;

WHEREAS, by way of a vote on May 14, 2025, the Board wishes to continue to employ Jackopsic in the position of both Principal and Superintendent;

WHEREAS, Jackopsic will continue to be subject to a separate contract as Principal for his work in that position, said contract to be in effect between July 1, 2025 through June 30, 2028.

NOW THEREFORE, the parties agree as follows.

1. In addition to performing his duties as Principal, Jackopsic shall perform the duties of Superintendent of Schools for the 2025-2026, 2026-2027 and 2027-2028 school years.
2. As the Superintendent, Jackopsic shall serve as the chief executive officer of the Board, in accordance with Connecticut General Statutes § 10-157, and any job description for the position, Consistent with Board policies and the law, the Superintendent has executive authority over the school system and responsibility for its supervision. He has the general authority to act at his discretion, subject to later approval by the Board, upon all emergency matters and those as to which his powers and duties are not expressly limited, consistent with state law. He advises the Board on policies and plans that the Board takes under consideration, and he takes the initiative in presenting to the Board policy and planning issues for the Board's attention. He shall attend all meetings of the Board and participate in all Board deliberations, except when matters relating to his own employment are under consideration or if the Board otherwise votes to exclude his presence, subject to his rights under the Freedom of Information Act.

- a. Jackopsic shall notify the Chairperson of the Board of Education whenever he needs to be off school grounds, along with the name of the

employee who shall serve as his designee to assist in addressing any urgent matters during his absence, consistent with the law. Except in an emergency, Jackopsic shall provide such notice by 5:00 PM Friday each week of the dates and times of when he will be off school grounds during the ensuing school week.

3. The term of Jackopsic's employment as Superintendent from July 1, 2025 through June 30, 2028. Jackopsic and the Board agree they shall adhere to the following procedures to extend Jackopsic's employment as Superintendent for an additional period not to exceed three (3) years at any time:

- a. Prior to the end of the first year of this three-year Agreement, the Board, at the request of Jackopsic, may meet to consider as to whether to enter into a new agreement with Jackopsic to perform the additional duties of Superintendent and to extend Jackopsic's employment as Superintendent for an additional period of time beyond June 30, 2028.
- b. Prior to the end of the second year of this Agreement (and prior to the third year of this Agreement), the Board shall meet to consider as to whether to enter into a new agreement with Jackopsic to perform the additional duties of Superintendent and to extend Jackopsic's employment as Superintendent for an additional period of time beyond June 30, 2028, At least three months prior to end of the second and third years of this Agreement, Jackopsic shall notify the Board that his contract is about to expire and shall provide the Board this contract clause.
- c. Anything in this paragraph to the contrary notwithstanding, the provisions of Section 6 shall take precedence and the Superintendent's employment may be terminated under the provisions of said section.

At no time shall Jackopsic be under contract or contracts to the Board to serve as its Superintendent of Schools for a period greater than three (3) years.

4. In addition to the compensation and benefits that he will receive through his contract as Principal, Jackopsic shall receive the following for this Agreement as additional compensation in consideration of his performance of his duties as Superintendent, to be added to his base salary as Principal.

\$10,701.00 for 25-26 school year

\$11,022.00 for 26-27 school year

\$11,352.00 for 27-28 school year

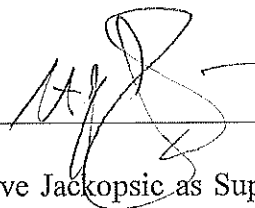
5. The Board shall evaluate and assess in writing the performance of the Superintendent during the term of this Agreement. The Superintendent and the Board hereby agree that the evaluation criteria, guidelines and format that has been developed by the Connecticut Association of Boards of Education provides the mutually agreeable criteria, guidelines and format for the evaluation and assessment of the Superintendent's performance.

6. The parties may by mutual consent terminate this Agreement at any time. Jackopsic may terminate this Agreement upon written notice of ninety (90) days. In addition, the Board may terminate Jackopsic from his employment as Superintendent for those reasons listed in Connecticut General Statutes § 10-151 (d), subject to prior written notice and his right to a hearing before the Board prior to his termination. Notwithstanding the above, the Board may immediately suspend the Superintendent from his duties, when serious misconduct is alleged, or may place the Superintendent on administrative leave with pay.

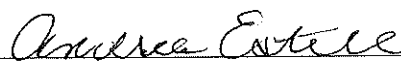
7. Jackopsic shall maintain throughout the term of this Agreement a valid and appropriate certificate qualifying him to act as Superintendent of Schools in the State of Connecticut, in accordance with Connecticut General Statutes. If Jackopsic fails to so possess or maintain such certification, then this Agreement shall be void, and Jackopsic's employment as Superintendent may be immediately terminated without any right to the proceedings provided in Section 6 or any other redress at law or in equity.

8. Nothing in this Agreement shall interfere with or diminish those rights and benefits set forth in the contract between the Board and Jackopsic with respect to his duties as principal.

5/30/25  
Date

  
Steve Jackopsic as Superintendent of  
Schools

5/30/25  
Date

  
Andrea Estell, BOE Chairperson