

**CONTRACT FOR SUPERINTENDENT OF SCHOOLS
OF CLAREMONT SCHOOL DISTRICT/SAU 6**

1. Preamble

This agreement (hereinafter "Agreement") is entered into between the School Board ("Board") of the Claremont School District/School Administrative Unit #6, 165 Broad Street, Claremont, New Hampshire 03743 (hereinafter "SAU"), and Timothy Broadrick (hereinafter "Superintendent").

2. Employment and Term

The SAU agrees to employ the Superintendent, and the Superintendent agrees to accept employment in the position of Superintendent of Schools for two-year term commencing the first day of July 1, 2026, and extending through the 30th day of June 2028. The SAU and the Superintendent acknowledge that this is a full-time, year-round position including extensive obligations in the evenings and on weekends. The Superintendent agrees to devote all his professional efforts to the successful fulfillment of his responsibilities to the SAU as described in Section 6 below.

Should the Parties agree that the Superintendent begin to perform duties on behalf of the SAU prior to July 1, 2026, the Superintendent's current employer, the Prospect Mountain Joint Board shall be paid a per diem rate of \$750 per day, with a cap of \$9,000 without additional Board approval.

3. Renewal of Contract

This Agreement will not automatically renew unless both parties renew or renegotiate a successor agreement. If a subsequent agreement is not reached prior to the expiration of this Agreement, the Superintendent's employment with the SAU will automatically terminate upon expiration of this Agreement, unless earlier terminated in accordance with Section 7 (Termination) or 10 (Certification).

4. Salary

The Superintendent shall receive compensation as follows: For SY 26/27, the gross salary will be \$182,500. In SY 27/28, the gross salary will be \$187,500. Superintendent shall receive an annual gross salary payable in no fewer than twenty-six (26) equal bi-weekly installments and subject to such deductions as may be authorized or as may be required by law.

5. Work Year

The Superintendent shall be employed on a full-time basis, and the work year shall consist of a twelve (12) month period commencing July 1st. Such a work year shall include days when school is scheduled to be in session and such other days as required to fulfill his duties as Superintendent. The regular workday shall include the hours that the school administration building is open and such other times in the evening or otherwise outside of the regular workday as the duties of the job may require with no additional compensation. Because of the irregular nature of the Superintendent's schedule, the committee recognizes that he may be occasionally outside his office for business of the District during the regular workday. Per Board Policy GBE, all employees are expected to be physically present at work for their contracted days in order to effectively carry out their responsibilities.


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6. Authority and Responsibility

The Superintendent agrees to administer and supervise the Superintendent functions of the SAU in accordance with the laws of the State of New Hampshire, the rules and regulations of the State Board of Education, and the policies and regulations of SAU and of the Board. The Superintendent shall attend and participate in meetings of the Board. Without limiting the foregoing, the Superintendent shall have the authority to organize, arrange and assign the administrative, supervisory and other staff in such ways as, in the Superintendent's judgment, best serves the Claremont School District. The Superintendent shall keep the Board informed of organizational changes. The Superintendent will faithfully and diligently fulfill all duties and obligations incumbent upon him as the executive head of SAU.

7. Termination

a. For cause. This Agreement may be terminated by the SAU at any time for incompetence, insubordination, or failure on the part of the Superintendent to conform to the laws of the State of New Hampshire, the rules and regulations of the State Board of Education, the rules, regulations or policies of SAU, for failing to fulfill the responsibilities of the position as set forth in this Agreement, and for conduct that substantially impairs the Superintendent's ability to effectively administer the SAU, or for mental or physical disability that precludes Superintendent from performing the essential functions of his job, with or without reasonable accommodation.

Termination for one or more of these reasons shall only occur following written notification to the Superintendent of the SAU's intent to terminate, which shall include a recitation of the grounds that may exist. Unless the Superintendent submits a written request for a hearing within ten (10) days receipt of such notification, this Agreement will terminate thirty (30) days after the Superintendent's receipt of the notification of intent to terminate. If the Superintendent requests a hearing, the SAU shall conduct such hearing within thirty (30) days of the hearing request. The SAU shall render a written decision to the Superintendent within ten (10) days of the completion of the hearing. If the SAU's decision, after the hearing, remains in favor of termination, this Agreement shall terminate on the date of the Superintendent's receipt of the SAU's decision.

b. Termination with Payment. The SAU, by at least 3/5th majority of all members present and voting at a duly constituted meeting, may relieve the Superintendent of his duties under this Agreement. In the event that the Superintendent is terminated in accordance with this Section, the Superintendent shall be paid a severance package as set forth herein, provided that the Superintendent executes, and does not subsequently revoke, a general release of claims in favor of the SAU waiving any and all claims, including claims arising out of Superintendents employment and separation from employment, in favor of the SAU, its Board members, employees, and agents in a form to be determined by, and satisfactory to, the SAU. The severance package shall include: a) a severance payment equivalent to the thirty-day prorated salary less the cost of the Employee's portion of health and dental insurance, payable within fourteen (14) days of the Effective Date of the Release.

c. Termination by Superintendent. The Superintendent may terminate this Agreement at any time by giving three (3) months advance written notice to the SAU. The SAU retains the sole discretion to relieve the Superintendent of duties with pay



during the notice period. The Superintendent shall be entitled to his salary during this time, unless the SAU relieves the Superintendent of his duties in accordance with paragraph 7 (a) or (b) and the Superintendent may accept alternate employment during the notice period. In such circumstance, the SAU's obligation to continue making payments under this Agreement shall cease.

d. Termination by Mutual Consent

This agreement may be terminated at any time by mutual consent of the SAU and the Superintendent.

8. Suspension with Pay

The SAU may suspend the Superintendent with pay and benefits: during the investigation of any allegations which, if true, could be grounds for termination for cause or under such circumstances where the Superintendent's continued presence could compromise the investigation; or if the Board determines that a non-disciplinary paid suspension is necessary to protect the interests of the SAU.

9. Medical Examination

The Superintendent agrees to have a comprehensive medical examination once every year by a physician of his choice. A statement from the physician certifying the physical competence of the Superintendent to discharge his duties shall be submitted to the Chair of the Board and shall be treated as confidential information. The Superintendent agrees that his medical examination is job-related and consistent with business necessity. The cost of the physical examination and report shall be paid by the SAU if it is not covered by the Superintendent's medical insurance program.

10. Certification

The Superintendent shall be required to hold for the life of this Agreement a valid certificate or appropriate authorization to act as Superintendent of Schools, properly registered and issued by the State of New Hampshire. This Agreement shall be deemed null and void and shall immediately terminate if the certificate required under this section is revoked, suspended, or otherwise impaired.

11. Other Economic Benefits

A) Medical and Dental Insurance: The Superintendent has agreed to waive health and dental insurance benefits for the duration of this contract. The following sections B-D are provided to the Superintendent in lieu of health and dental insurance benefits.

B) Professional Development Activities and Associations:

The SAU shall pay the expenses incurred by the Superintendent in professional development activities and attendance at national, regional or state professional conferences, seminars, workshops and the like, and the fees and dues of professional associations that the Superintendent is a member of, up to and not to exceed \$6,000 per year of this agreement, unless additional funds are approved in advance by the SAU Board.

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- C) Travel Reimbursement: The SAU shall pay the Superintendent a travel reimbursement stipend each month in the amount of \$500 for travel within New England directly related to his job as Superintendent for the duration of this Agreement.
- D) Housing Reimbursement: The SAU shall pay the Superintendent a housing reimbursement stipend each month in the amount of \$2,250 for housing directly related to his job as Superintendent.
- E) 403(b): The SAU shall match the employee's contribution to a 403(b) tax sheltered annuity plan at 20% per year of this Agreement.
- F) The SAU shall extend to the Superintendent such other benefits as it extends to other SAU employees, including the following:

- a. Vacation Leave

- Upon employment = 28 days. Vacation days may be accumulated up to a maximum of 60 days. Accrued, unused vacation shall not be paid out upon separation of employment.

- b. Sick Leave

- 15 days a year of sick leave will be provided annually cumulative to 30 days. Sick leave is intended to guard against loss of earnings due to illness. Sick leave is not part of salary or wages to which an employee is entitled regardless of need, it is not payable upon separation from employment.

12. Leave Notification

The Superintendent shall notify the Board Chair prior to taking 3 or more continuous days of leave. The Superintendent will notify the Board Chair of any physical absence from the State of New Hampshire during days/hours that school is in session.

13. Indemnification

The Superintendent shall be indemnified and held harmless by the SAU from personal financial loss and expense, including reasonable legal fees and costs, arising out of any claim, demand, suit or judgment against the Superintendent by reason of acts or omissions of the Superintendent while acting in the scope of his employment or office. However, the Superintendent will not be indemnified for acts or omissions that are criminal, malicious, grossly negligent or constitute willful misconduct. Individual members of the Board shall not be personally liable for indemnifying the Superintendent. Nothing in this paragraph shall be construed to have waived or compromised any of the Superintendent's rights as an insured under any policies of insurance that may be held by the SAU.

14. Performance Evaluation

The SAU shall provide the Superintendent with at least one written evaluation each year of the Superintendent's performance under the Agreement. This evaluation shall be related but not limited to a written position description and to written goals and objectives mutually determined by the Board and the Superintendent. The Superintendent may request a non-public meeting with the Board to discuss the evaluation criteria in advance of the evaluation. The parties agree to meet (in non-public session) at least once per year for the purpose of evaluating the performance of the Superintendent. The written evaluation shall become a permanent part of the


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Superintendent's personnel file. The Superintendent shall have a right to make a written reaction or response to any evaluation and have that response become a permanent part of his personnel file. The parties agree not to release any written performance evaluations of the Superintendent to the public, except to the extent required by state or federal law, or upon mutual agreement to the parties.

15. Policy Updates and Review

The Superintendent shall actively support, participate in, and provide leadership for the periodic review and updating of all SAU policies, procedures, and governance documents as directed by the Board.

16. Direct Report Annual Review and Goal Setting

The Superintendent shall conduct a formal annual performance review and goal-setting meeting with all Principals and all other SAU staff. The Superintendent will provide a summary report on the performance and effectiveness of all other SAU service providers and/or staff. The Superintendent shall also ensure that the Principals conduct formal performance reviews and goal-setting sessions with all direct reports consistent with any applicable collective bargaining agreement.

17. Professional Activities

The Superintendent may engage in professional activities in addition to employment with the SAU, such as speaking, lecturing, teaching and/or consulting, provided that such activities do not interfere with the Superintendent's performance in meeting the responsibilities of the position as described in this Agreement. The Superintendent shall inform the Board prior to accepting any such activities.

18. Savings Clause

This Agreement is subject to all applicable laws, rules and regulations of the State of New Hampshire. Invalidity of any portion of this Agreement under the laws of the State of New Hampshire or of the United States shall not affect the validity of the remainder of the Agreement.

19. Entire Agreement

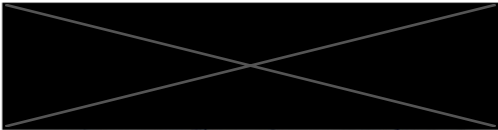
This Agreement constitutes the complete understanding of the parties and may be modified or amended except by a document signed by both parties.

IN WITNESS WHEREOF, the parties have executed this Agreement on _____, 2026.

Claremont School District/School Administrative Unit #6

BY _____
Chair

On _____, 2026

BY 
Timothy Broadrick
Superintendent of Schools

On April 20, 2026

