

Two Rivers Supervisory Union

2026-2027

Contract for Superintendent of Schools

Document: FY27 Superintendent

Millington, Layne
107 Labounty Road
Randolph VT 05060

This Employment Contract (hereinafter referred to as the "Contract") is made and executed between the Board of the Two Rivers Supervisory Union (hereinafter called the "Board"), and Layne Millington, (hereinafter referred to as "Superintendent"):

The following is hereby agreed to between the parties:

1. The Board shall employ Layne Millington as the Superintendent of Schools for the Two Rivers Supervisory Union, effective July 1, 2026.
2. The term of this Contract shall be for a period of two years, July 1, 2026 through June 30, 2028. Each Contracted year will be for 261 days.
3. For all services rendered from July 1, 2026 through June 30, 2028 the Board will pay the Superintendent an annual salary of \$165,485 in 26 equal installments in accordance with the policy of the Board.
4. At all times during the life of this contract, the Superintendent shall possess a valid license to act as Superintendent of Schools in the State of Vermont as issued by the Vermont Agency of Education, and the Superintendent shall furnish a copy of said license to the Board prior to executing this Contract. The Superintendent's full professional energies and efforts shall be directed toward performing the duties associated with the position, as described in the attached Job Description.
- 5.. The Board shall conduct a performance evaluation of the Superintendent from time to time and not less than once annually.
6. Notwithstanding any general requirement regarding on-site presence, the Superintendent shall be authorized to perform duties remotely during weeks involving excess night commitments and as otherwise reasonably necessary, provided that such arrangement does not materially interfere with the Superintendent's obligations under this Agreement.
7. The Employee shall provide Two Rivers Supervisory Union with no less than sixty (60) calendar days' prior written notice of voluntary resignation. Such notice shall be delivered in writing and shall commence on the date received by Two Rivers Supervisory Union, unless otherwise agreed in writing by both parties.

Job Title: Superintendent

Hire Date: 07/01/2024

Position Information

Position:	Superintendent	Start Date:	07/01/2026	End Date:	06/30/2027	Amount:	\$165,485.00
		FTE:	1.0000				
		Type:	General Funded				

Budget Code	Percent	Description
1001.401.51.11.0.2320.5.0141.00000000.00000000	100.00%	Superintendent

Certificate Name	Expiration Date
2 -91 Principal	06/30/2026
3 - 90 Superintendent	06/30/2030

Two Rivers Supervisory Union

2026-2027

Contract for Superintendent of Schools

Document: FY27 Superintendent

Millington, Layne
107 Labounty Road
Randolph VT 05060

In addition to the salary noted above, the Superintendent shall be entitled to the following benefits, the details of which are provided by and administered according to the Board's policies:

TRANSPORTATION - The Board shall reimburse the Superintendent on a monthly basis at the current IRS mileage rate for actual mileage incurred during the performance of the official duties as Superintendent.

EXPENSES - The Board shall reimburse the Superintendent for reasonable expenses approved by the Board and incurred by the Superintendent during the performance of official duties, including but not limited to, attendance at appropriate professional meetings at the local and state level and for dues for membership in the Vermont Superintendents' Association.

SICK LEAVE - The Superintendent shall be entitled to 15 days of personal sick leave annually for his use when he is unable to perform his duties due to his own incapacity from an illness, medical condition, or to seek medical care. He may also use this time to care for dependents or members of his household if they are incapacitated due to an illness, medical condition, or to seek medical care. The Superintendent will comply with any Supervisory Union policies related to the Family Medical Leave Act or other statutory leave. He can accrue up to and carry forward up to 90 days of sick leave, and will stop accruing sick leave once he reaches 90 days. His accrual will resume if his balance falls below 90 days.

PERSONAL LEAVE - The Superintendent shall be entitled to 5 days of personal leave annually.

BEREAVEMENT LEAVE - In the event of the death of the Superintendent's spouse/significant other, child, or parent, or other family member, the Superintendent is entitled to 5 days per occurrence of paid bereavement leave.

VACATION DAYS - 20 paid vacation days per year.

HOLIDAYS - The Superintendent shall also receive twelve (12) holidays per calendar year. These holidays are as follows: Labor Day, Veterans Day, Thanksgiving Day, the Day after Thanksgiving, Christmas Day, the work day before or after Christmas depending on the year, New Year's Day, New Year's Eve, Martin Luther King Day, President's Day, Memorial Day and Independence Day.

INSURANCE - Superintendent shall be entitled to health/medical, dental and disability insurance plans and benefits consistent with those made available to the District's teachers, with the same premium and HRA/HSA contributions by the Employer. It is specifically contemplated that any time the teachers' plans and benefits change during the term of this Agreement, so too shall the Superintendent's.

District will pay 100% of Dental Plan.

LIFE INSURANCE - The Board shall pay for a term life insurance policy with a face value of \$200,000.

LONG-TERM DISABILITY - The board shall pay for a long-term disability Insurance policy in accordance with TRSU policy.

PROFESSIONAL DEVELOPMENT - Budget permitting, the Superintendent shall be entitled to reimbursement at a rate equivalent to the then-current cost of three UVM credits annually for professional development courses offered through an accredited institution.

The Contract shall be terminated as provided below:

- o The Contract shall terminate on June 30, 2028, and the Board shall have no obligation to offer the Superintendent a successor to this Contract. The Board shall notify the Superintendent on or before January 31, 2028 if the Board does not intend to renew the Contract.

- o The Superintendent may opt out of the 2nd year of this contract by notifying the board by January 31, 2026 of the intention to terminate the contract.

- o The Board may terminate this contract at any time without advance notice or pay for cause. "Cause" means the Superintendent's failure or refusal to carry out the directions of the Board, negligent or incompetent performance of duties, conduct unbecoming the role of Superintendent, loss of a required credential of employment, or other unsuitability to act as Superintendent.

- o If the Board terminates this Contract for a reason other than for "cause," it shall continue to provide the Superintendent with the salary and benefits set forth in this Contract for the duration of the Contract.

- o The parties may mutually agree to terminate this contract and may negotiate suitable terms for such termination, which must be reduced to writing and approved by both parties.

- o Once notice of termination has been given by either party for any reason, the Superintendent and the Board agree to execute their duties and obligations under this Agreement diligently and in good faith through the end of the notice period.

Other Terms

- o This Contract shall be governed by, construed and enforced in accordance with the laws of the State of Vermont and all Board policies.

- o This Contract, or a redacted form, is a public record under the laws of the State of Vermont.

- o This Contract sets forth the entire agreement and understanding of the parties and supersedes all prior agreements, arrangements and understandings, written or oral, between the parties.

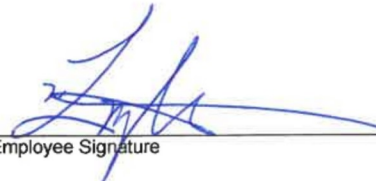
- o This Contract may not be changed or terminated orally, and no change, termination or attempted waiver of any of the provisions hereof shall be binding unless made in writing and signed by the parties

Two Rivers Supervisory Union
2026-2027

Contract for Superintendent of Schools

Document: FY27 Superintendent

Millington, Layne
107 Labounty Road
Randolph VT 05060



Employee Signature Date



Adrienne Williams Date
TRSU Board Chair

