

Watertown Unified School District  
111 Dodge Street  
Watertown, WI 53094

## 2024-2025 EMPLOYMENT CONTRACT WUSD CERTIFIED EDUCATOR

**Educator:** KENDA ROMAN  
**Location:** DISTRICT WIDE

IT IS HEREBY AGREED, between the BOARD OF EDUCATION of the Watertown Unified School District (District), State of Wisconsin, and KENDA ROMAN, a legally qualified certified educator (Educator) that Educator is to perform services in the Public Schools of the Watertown Unified School District for the 2024-2025 school year.

This contract shall commence for new certified staff on the 26<sup>TH</sup> day of August, 2024, for a term of 9.5 months (191 contract days), and shall terminate on the 11<sup>th</sup> day of June, 2025.

IT IS UNDERSTOOD AND MUTUALLY AGREED that in consideration for such services properly rendered, said Educator shall be paid a salary as follows:

<b>BASE COMPENSATION:</b>	<b>\$85,500.00 (base salary)</b>
<b>RECRUITMENT:</b>	<b>\$3,000.00 (sign on bonus)</b>
<b>PERCENTAGE:</b>	<b>100%</b>
<b>DEGREE:</b>	<b>MA</b>
<b>LEVEL:</b>	<b>3</b>

IT IS FURTHER UNDERSTOOD AND AGREED that said Educator will receive a one-time discretionary bonus of **\$3,000** in exchange for agreeing to work for the District for at least consecutive two (2) years commencing with 2024-25 school year. The bonus will be paid on the second payroll date in September of 2024 and is subject to all federal and state mandatory withholdings. In the event said Educator voluntarily resigns from employment with the District prior to the completion of the two consecutive years of employment, Educator agrees to reimburse the District for the bonus upon the following schedule:

<i>Resignation after one (1) full year of employment:</i>	<i>Reimbursement of \$3,000</i>
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It is understood and agreed that the base compensation listed above was adjusted per terms negotiated by the representative bargaining unit for the 2024-25 school term. Supplemental compensation, if any, for which the Professional Educator is eligible under the District's supplemental compensation plan will be determined and administered in accordance with the plan after the implementation of base compensation increases, if any, determined through the collective bargaining process.

Salary is to be paid through the District's payroll system commencing on August 30, 2024. The Educator will have the option of 22 or 26 equal payroll installments.

IT IS FURTHER UNDERSTOOD AND MUTUALLY AGREED that said Educator employed under the terms of this contract is subject to the Policies, Guidelines and Handbook duly adopted, and as may be modified, by the Board of Education of the Watertown Unified School District not inconsistent therewith, and with the assignments and directions of the appropriate building administrators and central administrators, and in the performance of this contract, both parties shall abide by the provisions of the laws of Wisconsin and any amendments thereto and Educator agrees to, in all respects, abide by and comply with the same.

IT IS FURTHER UNDERSTOOD AND AGREED that said Educator enters into this contract with full purpose and intent of performing whatever services may be assigned for the welfare of the school system including classes and extra-curricular activities, for the entire duration of this contract. Educators will be informed of anticipated building assignment, grade level, and/or subject assignment by June 30<sup>th</sup>.

IT IS FURTHER UNDERSTOOD AND AGREED that said Educator shall furnish on or before the starting date of this contract, a valid Wisconsin Department of Public Instruction educator's license in the subject area(s) matter to which said Educator is assigned.

IT IS FURTHER UNDERSTOOD AND AGREED that this contract may be modified or terminated at any time during the term thereof by mutual written agreement of the parties hereto or for any violation of this contract.

IT IS FURTHER UNDERSTOOD AND AGREED that in the event it becomes necessary to terminate this contract, said Educator shall be paid a prorated amount for the number of contract days actually fulfilled.

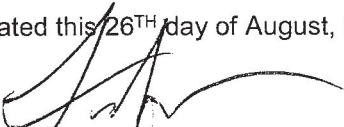
IT IS FURTHER UNDERSTOOD AND AGREED that in the event said Educator breaches this contract by termination of services after agreeing to the terms of this contract, said Educator is subject to liquidated damages as set forth below:


<u>Resignation Date</u>	<u>Amount of Liquidated Damages</u>
June 1 through June 30	\$ 1,000.00
July 1 through July 31	\$ 1,500.00
On or after August 1	\$ 2,500.00

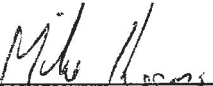
Such damages shall be paid to the District. Educator further understands and agrees that the District may deduct such liquidated damages from Educator's final payment of wages from the District. In the event said Educator has not begun performing services under this contract, payment of the liquidated damages will be a condition of release from this contract. This provision will not apply to said Educator if the resignation is due to illness or injury, or for other reasons beyond said Educator's control.

IT IS FURTHER UNDERSTOOD AND AGREED that the parties hereto understand and agree that upon approval by a majority of the full membership of the Board of Education, this contract constitutes a binding legal contract for the term set forth.

Dated this 26<sup>TH</sup> day of August, 2024.

  
\_\_\_\_\_  
Board President

  
\_\_\_\_\_  
Board Clerk

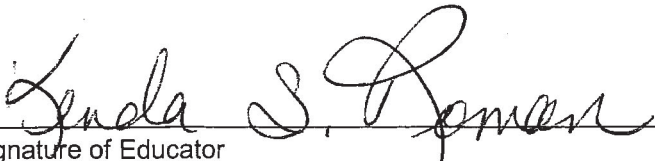
  
\_\_\_\_\_  
Board Treasurer

*I, the undersigned certified educator, represent to the School Board that I am not now under a contract of employment with another school district for any period covered by this contract or if I am currently under contract with another school district, I understand that this contract will not take effect until I provide official evidence of release from my current employer. I further acknowledge that this contract supersedes, and is in lieu of, any contract that might otherwise be provided for under Section 118.22, Wis. Stats. I hereby accept the provisions as set forth in this contract.*

**EDUCATOR: KENDA ROMAN**

Please indicate how you prefer your salary payments:

- 22 pay periods or**  
 **26 pay periods**

X   
\_\_\_\_\_  
Signature of Educator

X 8/26/24  
\_\_\_\_\_  
Date

*This contract is not valid unless executed by the educator and filed in the Human Resources office on or before August 20, 2024.*