

EMPLOYMENT AGREEMENT

This Employment Agreement (hereinafter "Agreement") is made by and between the Thomaston Board of Education (hereinafter the "Board") and Ms. Attallah Reynolds Roundtree (hereinafter "Ms. Reynolds Roundtree").

WHEREAS the Board desires to employ Ms. Reynolds Roundtree as the per diem Business Manager and Ms. Reynolds Roundtree desires to accept such employment, upon the terms and conditions set forth herein.

NOW, THEREFORE, in consideration of the mutual covenants and agreements contained herein, the parties agree as follows:

1. **EMPLOYMENT**

The Board hereby employs Ms. Reynolds Roundtree as the Per Diem Business Manager and Ms. Reynolds Roundtree accepts such employment pursuant to the terms and conditions set forth in this Agreement.

2. **TERM OF AGREEMENT/EMPLOYMENT**

The Board shall employ Ms. Reynolds Roundtree as per-diem Business Manager commencing on October 6, 2025 and continue to employ Ms. Reynolds Roundtree in such capacity through June 30, 2030, except as set forth below.

On an annual basis thereafter, this Agreement shall remain in full force and effect unless the Board advises Ms. Reynolds Roundtree that her employment with the Board is being discontinued by June 30th of the applicable calendar year.

Notwithstanding anything in this section to the contrary, the provisions of this Agreement entitled "AT WILL EMPLOYMENT/TERMINATION" shall take precedence, and Ms. Reynolds Roundtree's employment may be terminated at any time under the provisions of that section.

3. **AT WILL EMPLOYMENT/TERMINATION**

Ms. Reynolds Roundtree shall be employed by the Board as an "at will employee". This Agreement may be terminated by either the Board or Ms. Reynolds Roundtree at any time, with two (2) weeks (fourteen (14) calendar days) written notice to the other party (unless the parties mutually agree, in writing, to a shorter notice period).

4. **WORK SCHEDULE**

Ms. Reynolds Roundtree's workday shall be of a minimum length of eight (8) hours inclusive of a one-half (½) hour paid lunch break. At least four (4) hours of the workday must occur during Thomaston Central Office regular business hours.

5. **COMPENSATION AND BENEFITS**

For services rendered under this Agreement, unless otherwise specified, Ms. Reynolds Roundtree shall be paid on a per-diem basis at the rate of five hundred fifty-two dollars (\$552.00) for the period from October 6, 2025 through June 30, 2026 year and five-hundred eighty dollars (\$580.00) for the period from July 1, 2026 through June 30, 2027.

The per diem for any subsequent years of this Agreement shall be based on the "non-union employee annual pay rate increase formula" adopted by the Board at its' meeting on February 12, 2024.

As part of the Business Manager's duties and responsibilities, the Business Manager is expected to be accessible to the Board. Consequently, except as set forth below, at the Business Manager's expense, the Business Manager is required to secure and maintain cellular telephone equipment, cellular voice services and data services, in part, to provide the Board with access to her. In lieu of the Business Manager using her own cellular telephone, the Business Manager may be provided with a Board provided cellular telephone (at the Business Manager's option) in order to fulfill the duties and responsibilities of the Business Manager.

If the Business Manager uses her cellular telephone in order to comply with this provision of the Agreement (and does not choose to use a Board provided cellular phone), she shall receive a stipend of sixty-six dollars (\$66.00). Effective July 1, 2026, the monthly stipend will increase to sixty-eight dollars (\$68.00).

On an annual basis commencing in June of 2027, the Board and Ms. Reynolds Roundtree will meet to address the monthly stipend for each contract year subsequent to June 30, 2027.

The stipend shall be withheld in the event that the Business Manager displays a pattern of inaccessibility. The stipend (or the Board provided phone) is afforded to the Business Manager since such equipment is required to be used by the Business Manager: (a) in order to remain accessible; and (b) to perform duties and responsibilities required of her position with the Board.

Ms. Reynolds Roundtree shall NOT be eligible for any other benefits provided by the Board that are provided to other Board employees beyond the per-diem rate set forth herein.

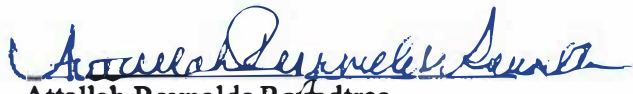
6. **INVALID PROVISION**

The invalidity or unenforceability of any particular provision of this Agreement shall not affect the other provisions hereof, and the Agreement shall be construed in all respects as if such invalid or unenforceable provisions were omitted.

7. **ENTIRE AGREEMENT**

This Agreement constitutes the entire Agreement between the Board and Ms. Reynolds Roundtree with respect to the subject matter specifically referenced herein. No modification or amendment of this Agreement shall be binding unless said modification or amendment specifically references this Agreement and is in writing and signed by the parties hereto.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the date last set forth below.


Attallah Reynolds Roundtree

Dated: 10/29/2025

THOMASTON BOARD OF EDUCATION


Francine Coss, Superintendent of Schools

Dated: October 30, 2025