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**CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS**

**PRINCIPAL, CANTON HIGH SCHOOL
EMPLOYMENT CONTRACT
07-01-2021 – 06-30-2024**

10 **THIS AGREEMENT** is made by and between the **Canton Public Schools** (hereinafter referred
11 to as the "**CPS**") and [REDACTED]

12
13 In consideration of the promises and mutual covenants herein contained, the parties hereto
14 agree as follows:

15
16 **1.0 EMPLOYMENT**

17
18 **CPS** hereby employs [REDACTED] as **Principal, Canton High School** for the public schools of
19 the Town of Canton, Massachusetts, and [REDACTED] hereinafter referred to as the
20 "**Principal**") hereby accepts such employment with the terms and conditions set forth below.

21
22 **2.0 TERM OF AGREEMENT**

23
24 The **Principal** shall be employed under the terms of the contract contemplated herein for the
25 three (3) year period commencing on July 1, 2021 and continuing until June 30, 2024.

26
27 **3.0 COMPENSATION**

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29 The **Principal** shall be paid an annual salary at the rate of one hundred, thirty-eight thousand,
30 three hundred, seventy-five (\$138,375) dollars for the period of July 1, 2021 - June 30, 2022.
31 The Superintendent and the **Principal** shall meet at least ninety (90) days prior to July 1 of each
32 subsequent year of the contract for the purpose of reviewing and establishing the **Principal's**
33 salary to take effect as of July 1 of the next contract year.

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35 **4.0 DUTIES and RESPONSIBILITIES**

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37 4.1 The **Principal** shall faithfully carry out the duties of his position in accordance with the
38 provisions of the existing job description. The **Principal** recognizes that his responsibilities and
39 conduct are not determined by prescribed hours and conditions and will perform the directed
40 and implied duties of his position as determined by the Superintendent and will expend the time
41 and effort necessary to effectively achieve the goals and purposes of the **CPS**.

42 4.2 The **Principal** may accept speaking, writing, lecturing or other engagements of a
43 professional nature of a short-term duration, so long as they do not derogate from his duties as
44 **Principal**. The **Principal** is responsible for ensuring that any such engagements do not present
45 a conflict of interest or otherwise violate the Massachusetts State Ethics Statute. The
46 **Principal's** absence from the district on a regular work day for the purpose of pursuing his
47 personal professional interests, rather than the interests of the district, requires the approval of
48 the Superintendent of Schools.

1 **5.0 WORK YEAR**

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3 The Principal's work year will consist of 225 days, which, unless otherwise approved by the
4 Superintendent, will include the 183 days that teachers are required to be in school, the ten
5 days immediately following the close of school in the spring, and the ten days immediately
6 preceding the opening of school in the fall unless otherwise approved by the Superintendent.
7 The Principal, in consultation with the Superintendent will schedule the remaining days when
8 school is not in session. Per Diem rate shall be 1/225. With the advance approval of the
9 Superintendent, the Principal may take up to three days off during the 183 days that teachers
10 are in school and/or the ten day periods immediately before and following, so long as he works
11 a commensurate number of alternative days during that fiscal/contract year, to be scheduled in
12 consultation with the Superintendent.

13
14 **6.0 LICENSES**

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16 The Principal shall furnish and maintain throughout the term of his Contract a valid and
17 appropriate license for the position of high school principal in the Commonwealth as required by
18 Massachusetts General Laws Chapter 71, Section 38G.

19
20 **7.0 TERMINATION:**

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22 **7.1** The initial ninety (90) day period of the term of the contract shall be a probationary
23 period during which the **Principal** may be dismissed with or without cause.

24
25 **7.2** In the event that the **Principal** desires to terminate his contract before the term of
26 service shall have expired, he may do so by giving at least ninety (90) days written notice of
27 such intention to the Superintendent, with a time for such termination to be jointly established
28 between the **Principal** and the Superintendent and confirmed in writing.

29
30 **7.3** The Superintendent may terminate his contract at any time during its term due to
31 reduction in force or reorganization resulting from declining enrollment or other budgetary
32 reasons.

33
34 **7.4** Notwithstanding any provision to the contrary, the Superintendent may dismiss the
35 **Principal**, and thus terminate his contract, for good cause. As used herein, "good cause" shall
36 mean any grounds put forth by the Superintendent which are not arbitrary, irrational,
37 unreasonable, in bad faith or not relevant to the sound operation of the school system. Prior to
38 any dismissal for good cause, the Superintendent will notify the **Principal** of the intended
39 dismissal with an explanation of the grounds therefore and, if the **Principal** so requests, will
40 provide him with an opportunity for a meeting to review the decision and to present information
41 pertaining to its basis and to the employee's status.

42
43 **7.5** In the event his contract is terminated, any and all financial and other obligations
44 by either party under the contract shall cease.
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1 **8.0 REIMBURSEMENT FOR EXPENSES/EQUIPMENT**

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3 **8.1 Expenses** - Upon the approval of the Superintendent, the Superintendent agrees to
4 reimburse the **Principal** for reasonable expenses incurred and paid by him/her in the execution of
5 his job as **Principal**.

6
7 **8.2 Professional Memberships** – The **Principal** shall be reimbursed up to four hundred, fifty
8 (\$450) dollars a year for dues paid to professional organizations.

9
10 **8.3 Cell Phone** - The Superintendent shall provide the **Principal** and pay the monthly
11 expenses of a cell phone/PDA for the purpose of conducting school business and the occasional,
12 incidental personal business. At the conclusion of his term as **Principal**, his equipment shall
13 remain the property of the **CPS**. The **Principal**, at his discretion, may choose to be reimbursed
14 the flat sum of \$50 per month towards the cost of his monthly cell phone bills. If so, the Principal
15 will not receive a District cell phone.

16
17 **8.4 Office Technology** - The **Principal's** office will be equipped with up-to-date computer
18 hardware and software to enable him/her to fulfill his responsibilities as **Principal**. His equipment
19 shall include a laptop, which the Principal is free to use outside of his office, including at his home.
20 At the conclusion of his term as Principal, his office equipment, including the laptop, shall remain
21 the property of the **CPS**.

22
23 **8.5 Travel Allowance** – The **Principal** will be reimbursed an amount not to exceed one
24 thousand, seven hundred and fifty (\$1,750.00) dollars for travel within the Commonwealth of
25 Massachusetts. Said sum shall be a reimbursement to the Principal for travel expenses
26 incurred and paid by him/her such as actual mileage, tolls and public transportation costs.
27 Reimbursement shall occur within a reasonable period.

28
29 **8.6 TUITION REIMBURSEMENT** – The **Principal** shall be reimbursed up to two
30 thousand five hundred (\$2,500) dollars annually for tuition for graduate courses he has
31 completed at an accredited college or university, or any other professional development course
32 or workshop, subject to prior approval of the Superintendent, so long as such courses are
33 relevant to enhancing the knowledge and skills necessary to his role as **Principal**.

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36 **8.7 Out-of-State Conference Expenses** – All requests for out of state conferences shall
37 be subject to advance approval of the Superintendent.

38
39 **9.0 STATE RETIREMENT SYSTEM**

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41 The **Principal** shall be a member of the Massachusetts Teachers' Retirement System (MTRS)
42 as required by the General Laws of the Massachusetts, General Laws, Chapter 32, Section 2.

43
44 **10.0 INSURANCE BENEFITS**

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46 The **Principal** shall be entitled to all insurance (medical, hospital, life, and workman's
47 compensation) benefits and all other fringe benefits currently available to teachers and other

1 administrators, such benefits not to be reduced unless expressly provided for in his Contract or
2 agreed upon in the future.

3
4 **11.0 (Intentionally left blank)**

5
6 **12.0 LEAVES**

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8 **12.1 Sick Leave** – The **Principal** shall be entitled to fifteen (15) days of sick leave
9 during each year of this Contract. In addition to personal injury or illness, the **Principal** may use
10 a maximum of five (5) days of his accrued paid sick leave for illness in his immediate family
11 (spouse, child, parent, or relative living within her household).

12
13 **12.2 Bereavement Leave** – In case of death during the school year of any member of the
14 **Principal's** family (grandparent, grandchild, brother, sister, mother-in-law, father-in-law, brother-
15 in-law, and sister-in-law), no reduction of salary or reduction in accumulated sick leave shall be
16 made for absence not exceeding three (3) school days. In case of death during the school year
17 of the **Principal's** spouse, parent, child, or person living in the **Principal's** household, no
18 reduction of salary or reduction in accumulated sick leave shall be made for absence not
19 exceeding five (5) school days. In case of death during the school year of the **Principal's**
20 nephew, niece, or other relative not mentioned elsewhere in this Section, one (1) day's leave
21 without loss of pay or accumulated sick leave shall be granted on the day of the funeral.

22
23 **12.3 Personal Leave**- The **Principal** shall be entitled to three (3) personal days during
24 each year of his contract, to be used at his discretion, with prior approval of the Superintendent.

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26 **13.0 EVALUATION**

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28 Evaluation of the **Principal** shall follow the regulations defined in the MA Educator Evaluation
29 process.

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31 **14.0 ENTIRE AGREEMENT**

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33 This Contract embodies the whole agreement between the Superintendent and the **Principal**
34 and supersedes all prior agreements between the parties. There are no other inducements,
35 promises, terms, conditions or obligations made or entered into by either party other than those
36 contained herein. This Contract may not be changed except in writing signed by the party
37 against whom enforcement thereof is sought.

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39 **15.0 WAIVER**

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41 The parties agree that any waiver of any term or provision of this Agreement, by either party,
42 shall not be binding upon the parties unless said waiver is in writing and signed by both parties.

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44 **16.0 INVALIDITY**

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46 If any paragraph or part of this Agreement is invalid, it shall not affect the remainder of said
47 Agreement, but said remainder shall be binding and effective against all parties.

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17.0 CONSTRUCTION OF AGREEMENT

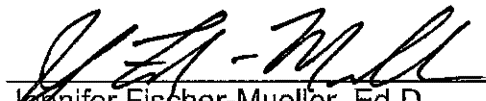
This Agreement shall be executed in triplicate, each of which shall constitute an original and shall be construed in accordance with the laws of the Commonwealth of Massachusetts as they are in effect on the date of execution.

18.0 APPROPRIATION

The monetary provisions of this Contract are subject to approval and appropriation by the Canton Annual Town Meeting. If the Canton Annual Town Meeting withholds approval or funding, this contract will be immediately terminated, without further obligations by the Town of Canton or the Canton Public Schools.


IN WITNESS WHEREOF, the parties have hereunto signed and sealed this Agreement in triplicate this 8 day of Jan 2021.

FOR THE CPS by:



Jennifer Fischer-Mueller, Ed.D
Superintendent of Schools

Assented to by:



Principal, Canton High School