CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

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

THIS AGREEMENT is made by and between the Canton Public Schools (hereinafter referred to as the “CPS”) and [redacted] in consideration of the promises and mutual covenants herein contained, the parties hereto agree as follows:

1.0 EMPLOYMENT

CPS hereby employs [redacted] as Principal, Canton High School for the public schools of the Town of Canton, Massachusetts, and [redacted] hereby accepts such employment with the terms and conditions set forth below.

2.0 TERM OF AGREEMENT

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

3.0 COMPENSATION

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

4.0 DUTIES and RESPONSIBILITIES

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

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

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

6.0 LICENSES

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

7.0 TERMINATION:

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

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

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

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

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

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

8.2 Professional Memberships - The Principal shall be reimbursed up to four hundred, fifty ($450) dollars a year for dues paid to professional organizations.

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

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

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

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

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

9.0 STATE RETIREMENT SYSTEM

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

10.0 INSURANCE BENEFITS

The Principal shall be entitled to all insurance (medical, hospital, life, and workman's compensation) benefits and all other fringe benefits currently available to teachers and other
administrators, such benefits not to be reduced unless expressly provided for in his Contract or agreed upon in the future.

11.0  (Intentionally left blank)

12.0  LEAVES

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

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

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

13.0  EVALUATION

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

14.0  ENTIRE AGREEMENT

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

15.0  WAIVER

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

16.0  INVALIDITY

If any paragraph or part of this Agreement is invalid, it shall not affect the remainder of said Agreement, but said remainder shall be binding and effective against all parties.
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 June 2021.

FOR THE CPS by: Assented to by:

[Signature]

Jennifer Fischer-Mueller, Ed.D
Superintendent of Schools

[Signature]

Principal, Canton High School