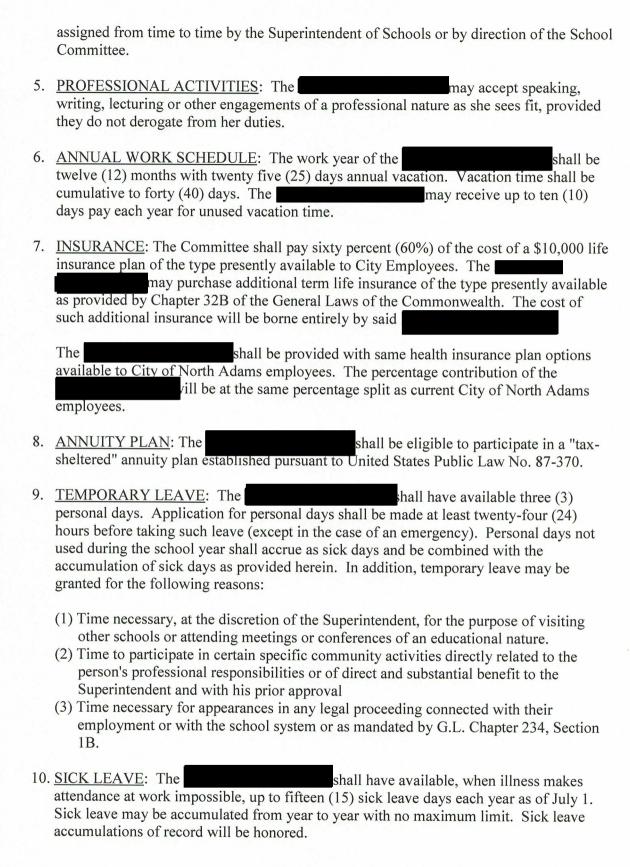
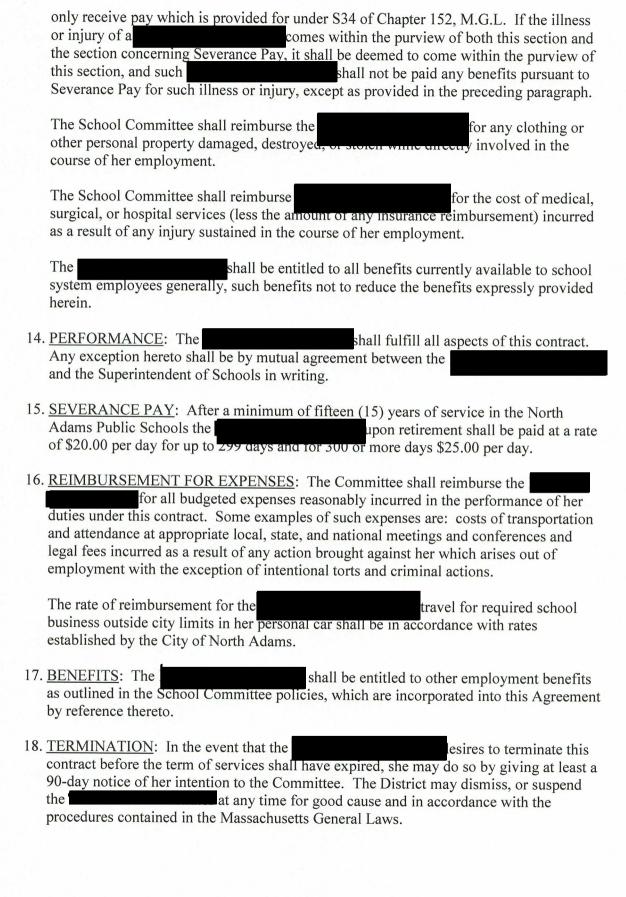
North Adams Public Schools Employment Agreement

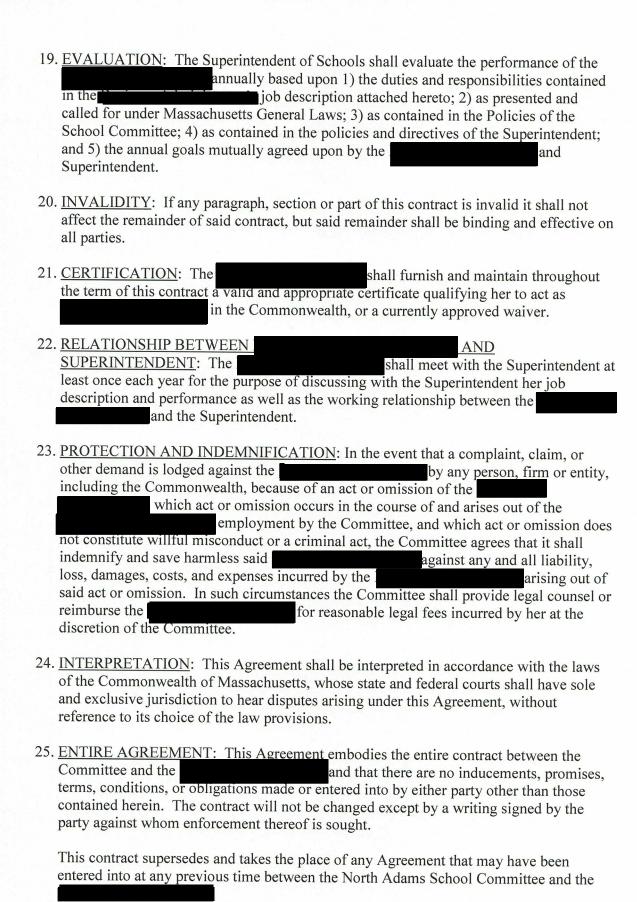
to this	THIS AGREEMENT, made as of by a committee and s Employment Agreement (Agreement) and the School Consistrative compensation, duties, and benefit entitlements.	and between the North Adams agree mmiliee policies regarding
School	This Agreement will continue in full force and effect until ol District and the	a successor is executed by the
follow	In consideration of the promises herein contained, the parties:	es hereto mutually agree as
1.	EMPLOYMENT: The Committee hereby employs for the School District, and she hereby acceptollowing terms and conditions:	ots employment on the
2.	TERM: The shall be employed conthrough June 30, 2022. Any extension or renewal of this cagreed to in writing, and shall be in accordance with the preform Act.	
3.	Shall be shall be \$92,365 effective July 1, 2019 through June 30, 2020. Efform June 30, 2021 and July 1, 2021 through June 30, 2022 the receive the same percentage increase negotiated by the North Association and in addition up to a 2% increase based on p payable in equal installments convenient to the parties, but two weeks	ective July 1, 2020 through will rth Adams Teacher erformance. This salary is
	The salary stated herein shall not be reduced below the ame in the previous contract year, provided, how reduced upon her demotion by the School Committee, an a or a transfer to another position or assignment.	ever, that this salary may be
4.	DUTIES AND RESPONSIBILITIES: The for the direction, control, evaluation and coordination of all of the district, within the framework of the Elementary and Secondary Education, and the policies and	Massachusetts Department of
	The recognizes that her responsibile determined by prescribed hours and conditions and will perduties of her position and will expend the time and effort in the goals and purposes of the North Adams Public Schools	rform the directed and implied ecessary to effectively achieve



In addition to personal illness or injury, sick leave may be utilized for three days when emergency illness or injury in the family requires a arrangements for necessary medical and/or nursing care, a maximum of ten (10) days per year for critical illness in the immediate family, and any other reason approved by the Superintendent.

11.	working days of death, in the event of the death of the child, parent, or sibling (including step relationships). The least of the death of the granted three (3) days, to begin within two (2) working days of death, in the event of the death of the grandfather, grandmother, brother-in-law, sister-in-law, niece, nephew, father-in-law, mother-in-law, daughter-in-law, son-in-law or grandchild. The will be granted one (1) day, for the funeral of a niece, nephew, grandfather, or grandmother of the spouse. The Superintendent of Schools has the discretion to grant a paid absence from work to the in the event of the death of the least of the death of an aunt or uncle up to a maximum of three (3) days, to begin within two (2) working days of death, and one (1) paid day to attend the funeral in the event of the death of an aunt or uncle of
	the spouse. The Superintendent may, at his/her discretion and for good reason, permit such leave to be taken and sometime other than as specified.
12.	EDUCATIONAL IMPROVEMENT: Upon presentation of evidence showing successful completion and proof of payment, the shall be reimbursed fifty percent (50%) of the registration and tuition costs of courses, exclusive of correspondence courses, in the accredited college or university which are taken with the advance approval of the Superintendent of Schools. Such approval shall not be unreasonably withheld. No payment shall be made where it has been determined that the has received payment from another source.
	For the attendance of workshops, seminars, conferences or other professional improvement sessions at the request and/or with recommendation of the Superintendent, the shall be paid for reasonable expenses (including fees, meals, lodging, and/or transportation) incurred by the will be budgeted each year for this purpose.
13.	PERSONAL INJURIES AND OTHER BENEFITS: If the because of injury sustained in the course of and arising out of her employment, is receiving benefits under S34 of Chapter 152 of the General Laws of the Commonwealth of Massachusetts (Worker's Compensation Act), the Committee shall pay to such each pay period so long as such is receiving benefits under said S34, and has accumulated sick leave, an amount equal to the difference between the amount of indemnity being received by the The
	difference between the salary and the amount of the weekly indemnity shall be deducted from the accumulated sick leave of the shall





26. This Agreement shall be executed in two counterparts, each of which shall be deemed to be an original, and both of which taken together shall be deemed on and the same instrument.

Chairperson			
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