

EMPLOYMENT CONTRACT

For mutual consideration expressed herein, Superintendent and hereinafter referred to as "the principal", agree as follows:

1. is hereby appointed as the principal of the Truro Central School for the three year period commencing on July 1, 2014 and ending June 30, 2017.

2. It is understood that this contract may be terminated by the superintendent before its expiration on the basis of less than satisfactory performance as determined by a written evaluation process and the principal's subsequent failure to comply with a corrective action plan. Notice of termination for performance reasons must be provided by the superintendent, in writing, at least four months prior to the effective date of termination. It is also understood that this contract may be terminated by the superintendent before its expiration date for good cause. Good cause shall mean any grounds put forth by the superintendent that are not arbitrary, capricious, irrational, unreasonable, or in bad faith or irrelevant to the sound operation of the school. Before termination is instituted under such circumstances, the principal must be informed in writing of said cause and be given the opportunity to be heard by the superintendent, at which time the principal will have the right to have counsel present. It is also understood that the principal may terminate this contract before its expiration by giving at least four months written notice to the superintendent.

3. For the 2014-15 contract year the principal's annual salary will be \$ 100,000.00. Salary increases in future years shall be negotiated with the superintendent and shall be at least equal to the rate of increase provided to the professional staff of Truro Central School, with merit to be determined annually.

4. The principal's work year will consist of two-hundred and five (205) days, including all the days that teachers are required to be in attendance, as well as the five work days before

and the five work days after the teachers' work year. The five work days after the teachers' shall not be extended into the next fiscal year.

5. The principal will be entitled to all provisions of Article IX and Article XII, Section L of the Agreement for Teachers. A minimum of (5) five paid professional days shall be provided annually for the purpose of professional development. Additional days may be granted at the discretion of the superintendent.

6. The principal will be entitled to fifteen (15) paid sick days per year for personal illness or disability or that of his immediate family including parents and father-in-law. Unused sick days may be accumulated up to a maximum of one hundred and eighty (180) days. The principal will also be entitled to up to two (2) paid personal days per year for personal business that conflicts with the work day. The principal will give as much notice as possible to the superintendent of the taking of such personal days. Additionally, the principal will be entitled to bereavement leave identical to that available to the teachers. Finally, the principal will be granted 50 sick days upon beginning employment, such days not to be eligible for buy-back until the principal has worked in Truro for five years.

7. This contract may be terminated prior to expiration date upon mutual agreement between the principal and superintendent.

8. Notice of nonrenewal of this contract shall be provided, in writing, on or before March 1, 2017. Failure to provide notice, as stipulated, shall constitute renewal of this contract for the 2017-2018 school year.

Signed on the below-stated date(s):

Superintendent

Principal

Date

Date