

WAKEFIELD PUBLIC SCHOOLS
Wakefield, Massachusetts

Principal/Galvin Middle School

Contract for Employment July 1, 2015 – June 30, 2018

THIS AGREEMENT, made as of March 5, 2015, by and between Wakefield Public Schools, hereinafter referred to as the School, and _____, hereinafter referred to as the Principal.

In consideration of the promise herein contained, the parties hereto mutually agree as follows:

1. EMPLOYMENT: The Wakefield Public Schools hereby employs _____ Principal within the public schools of Wakefield, and the Principal hereby accepts employment on the following terms and conditions.
2. ASSIGNMENT: At the inception of this Agreement, the Principal is hereby assigned to Galvin Middle School. The Superintendent of Schools may, following consultation with the Principal, reassign or transfer the Principal to another principalship within the School District at any grade level.
3. TERM: The Principal shall be employed for a three-year period commencing July 1, 2015 through June 30, 2018. If the Superintendent fails to notify the Principal of the non-renewal of this agreement or any subsequent agreement at least 90 days prior to its expiration it shall be automatically renewed for an additional one year period.
4. COMPENSATION:
 - a) The Principal shall be paid an annual salary commencing as of the effective date of this Agreement of \$113,000 per year, payable in equal installments in accordance with the policy of the School Committee of Wakefield Public Schools.
 - b) The salary stated herein shall not be reduced below the amount received by the Principal in the previous contract year, provided, however, that a principal's salary may be reduced upon demotion, administrative reorganization or transfer to another school or position.
5. DUTIES AND RESPONSIBILITIES: The Principal shall be the educational leader and manager of the school and shall supervise the operation and management of the school and school property, subject to the supervision and

direction of the Superintendent. The Principal shall be responsible, consistent with the Committee's personnel policies and budgetary restrictions and subject to the approval of the Superintendent, for hiring all teachers, instructional or administrative aides, and other personnel assigned to the school, and for terminating all such personnel, subject to review and prior approval by the Superintendent and subject to the provisions of M.G.L., chapter 71 as amended by the Education Reform Act of 1993. The Principal shall also have final authority, to the extent permitted by law and subject to the Superintendent's review and approval, as to the assignments and transfers of the above listed staff from school to school.

The Principal shall also faithfully and effectively perform the duties contained in the job description of principal as attached hereto in attachment marked "B."

The Principal recognizes that his responsibilities and conduct is not determined by prescribed hours and conditions and will perform the directed and implied duties of his position as determined by the Superintendent of Schools and will expend the time and effort necessary to effectively achieve the goals and purposes of the Wakefield Public Schools.

6. LICENSE: The Principal shall furnish and maintain throughout the term of this Agreement a valid and appropriate license qualifying him to act as a Middle School Principal for the Wakefield Public Schools as required by Massachusetts General Laws.
7. OTHER PROFESSIONAL ACTIVITIES: The Principal may accept speaking, writing, lecturing, or other engagements of a professional nature, provided they do not derogate from his duties as Principal and the Principal has received prior approval of the Superintendent.
8. ANNUAL WORK SCHEDULE AND LEAVES: The Principal shall work 12 months of the year, less paid holidays, vacations and other leaves authorized by policy or the Superintendent. The Principal shall be entitled to 15 sick days per year accumulative to 195. There shall be no payment for unused sick leave. The Principal shall be entitled to 20 vacation days, three personal days, legal holidays and other employee benefits in accordance with non-represented personnel policy. The Principal may carry forward ten vacation days each year with the total number of vacation days not to exceed 30 days in any given contract year.
9. BENEFITS: In addition, the Principal shall be eligible for group life and health insurance benefits available to all employees of the Town of Wakefield.
10. PROFESSIONAL DEVELOPMENT, CONFERENCES AND MEMBERSHIP: The Principal shall be reimbursed reasonable expenses (including fees, meals, lodging and/or transportation) incurred for attending out-of-town workshops, seminars, conferences and national conventions for professional improvement

based on advance written approval of the Superintendent of Schools. The Principal shall be reimbursed reasonable expenses for attendance at the annual MSSAA Principal's Conference. The district may also support the cost of two courses per year at state college rates based on approval of the Superintendent of Schools. The Principal will have memberships paid in the State and National Principal's Association; including MSSAA, Education Week and ASCD.

11. PERFORMANCE: The Principal shall satisfactorily fulfill all aspects of this contract. Any exception hereto shall be by mutual agreement between the Principal and the Superintendent of Schools in writing.

12. TERMINATION, DEMOTION AND SUSPENSIONS:
 - a) In the event that the Principal desires to terminate his contract before the term of service shall have expired, he may do so with at least 90 days written notice of intent to the Superintendent of Schools and the Superintendent accepts said resignation. If the Principal does not provide this notice, he forfeits his unused vacation. If the Principal terminates the contract on/or before June 30th he will receive a pro rata share of vacation based upon the actual months worked plus any days that have been carried forward into that fiscal year..

 - b) The Superintendent may dismiss, demote or suspend the Principal for good cause and in accordance with the procedures contained in Massachusetts General Laws, chapter 71, section 41 and 42D if the Principal is eligible to elect such procedures by virtue of service for three or more full consecutive years.

 - c) The Principal may appeal his dismissal by filing a petition with the American Arbitration Association. As used herein, "good cause" shall mean any grounds put forth by the Superintendent which is not arbitrary, irrational, unreasonable, in bad faith or irrelevant to the operation of the school system. No arbitrator may apply a definition of the words "good cause" other than the definition appearing immediately above and arbitral review shall be limited to the question whether such grounds were put forth in good faith.

13. EVALUATION: The Superintendent of Schools shall evaluate the performance of the Principal annually based upon 1) the duties and responsibilities contained in the Principal's job description attached hereto; 2) as presented and called for under M.G.L., chapter 71 as amended by the Education Reform Act of 1993; 3) as contained in the policies of the Wakefield School Committee; 4) as contained in the policies and directives of the Superintendent; and 5) the annual school improvement goals mutually agreed upon by the Principal and the Superintendent. Final evaluation may allocate among those items various weight as determined by the Superintendent of Schools.

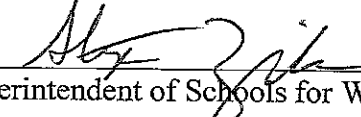
14. ENTIRE AGREEMENT: This contract embodies the whole AGREEMENT between the Wakefield Public Schools and the Principal and there are no

inducements, promises, terms, conditions, or obligations made or entered into by either party other than those contained herein. The contract may not be changed except by writing, by the party against whom enforcement thereof is sought.

15. SEVERABILITY: It is understood and agreed by the parties that if any part, term or provision of this Agreement is held by the courts to be illegal or in conflict with any law of the Commonwealth of Massachusetts, the validity of the remaining portions shall not be affected, and the rights and obligations of the parties shall be construed and enforced as if the contract did not contain the particular part, term, or provisions held to be invalid.

IN WITNESS WHEREOF, the parties have hereunto signed and sealed this AGREEMENT and a duplicate thereof this 16th day of March, 2015.

By _____
Principal of Galvin Middle School/

By  _____
Superintendent of Schools for Wakefield Public Schools/Stephen K. Zrike, Ed.D.