

WEYMOUTH PUBLIC SCHOOLS
EMPLOYMENT AGREEMENT

This Agreement is entered into by and between the Weymouth School District, hereinafter referred to as the "District" and _____, hereinafter referred to as the **Associate Principal for Weymouth High School**. Therefore, in consideration of mutual promises and covenants, the District and _____ agree as follows:

1. **Employment:** The District hereby employs _____ as Associate Principal for Weymouth High School for Curriculum and Instruction/English Language Learner Support and _____ accepts the appointment under the terms and conditions of employment set forth herein.
2. **Term:** The term of this Agreement shall be for the period September 1, 2016 through June 30, 2017.
3. **Contract Review:** The Superintendent shall meet and confer with _____ prior to April 1, 2017 to discuss any extensions or changes to this agreement.
4. **Salary:** The salary of _____ as Associate Principal for Weymouth High School under this Agreement shall be at the annual rate of \$99,409.15, Grade B Principal/Assistant Director, step 4, and pro-rated for the period of September 1, 2016 through June 30, 2017.
5. **Expense Reimbursements:** The District shall reimburse _____ mileage for authorized out-of town travel incurred in the performance of her duties under the terms of this Agreement.
6. **Professional Development:** _____ shall be eligible to receive reimbursement for professional development opportunities including courses, expenses for attending national conferences, tuition, conference fees, etc. in the amount not to exceed one-thousand dollars (\$1,000).
7. **Duties:** _____ as Associate Principal for Weymouth High School shall perform such duties as are assigned her by the Superintendent. _____ shall devote her full time, skill, labor and attention to these duties during the term and any extension of this Agreement.
8. **Certification:** _____ shall furnish and maintain throughout the term and any extension of the agreement, a valid and appropriate certificate or license qualifying her to act as Associate Principal for Weymouth High School of the district in the Commonwealth, as required by the Massachusetts General Laws.
9. **State Retirement Association:** _____ shall be a member of the Teachers Retirement System as required by Chapter 32, Section 2 of the Massachusetts General Laws.
10. **Termination of Services:** During the term, and any extension thereof, of this Agreement, _____ shall be subject to discharge in accordance with the provisions of Chapter 71, Section 42 of the Massachusetts General Laws. _____ may terminate this Agreement

before the expressed termination date by giving written notice of her intent to do so to the District at least sixty (60) days prior to the effective date of her termination.

11. **Vacation:** shall earn vacation days at the rate of two and one-twelfth (2 1/12) days per month for a total of twenty-five (25) working days of vacation exclusive of legal holidays each full year of this Agreement. shall take vacation within twelve (12) months from the date on which such vacation has accrued and shall give notice to the Superintendent prior to the commencement of any vacation period.

12. **Sick Leave:** shall earn sick leave days at the rate of one and one-half (1 1/2) days per month with unlimited accumulation. If retires or resigns after ten (10) consecutive years of work in the Weymouth Public Schools, she will be compensated for unused, accumulated sick leave consistent with the Sick Leave Buy Back policy of the Town of Weymouth. In the event of death, such payment shall be made to her Estate.

13. **Personal Days:** The Superintendent may grant up to two days absence, without loss of pay, for personal business which cannot be reasonably conducted on a non-scheduled workday.

14. **Bereavement Leave:** In the event of death in her immediate family, shall be granted five (5) calendar days, commencing with the day of death. For the purposes of this provision, the immediate family shall include parents, spouse, sibling, children, parents-in-law, and any person living in her household. One (1) day will be allowed to attend the funeral or memorial services of other members of her family.

15. **LONGEVITY:** will receive compensation for service in the Weymouth Public School System in accordance with the following provisions:

<u>Length of Continuous Service in the Weymouth Public Schools</u>	<u>Annual Amount of Longevity Payment</u>
After 15 years	\$1,400
After 20 years	\$2,200
After 30 years	\$3,550

16. **Insurance:** shall be entitled to the same medical and life insurance benefits provided other professional personnel of the District.

17. **Workers Compensation:** In the event that sustains an industrial accident and is disabled as a result thereof and is paid compensation benefits in accordance with their terms and conditions of the Town of Weymouth's Workers Compensation insurance coverage, the District will, to the extent it is permitted by law, compensate her the difference between the Workers Compensation benefits and her regular salary, provided and, that in accordance with the provisions of C420 Chapter 152, Section 69, of the Massachusetts General Laws, such payment by the District shall not be charged to accumulated sick leave or other compensation due her.

18. **Indemnification Insurance:** The District shall provide _____ with indemnification insurance equal to that, which is provided to its members.
19. **Personal Liability Protection:** Pursuant to the Massachusetts General Laws and to this end the District will provide sums for legal expenses and other damages incurred by _____ in the performance of her duties and responsibilities under the terms and conditions of this Agreement.
20. **Performance:** _____ shall fulfill all the terms and conditions of their Agreement. Any exceptions thereto shall be by mutual agreement of the parties in writing.
21. **Performance Evaluation:** _____ shall be evaluated annually in accordance with the guidelines and procedures established by the MA Department of Elementary and Secondary Education.
22. **Entire Agreement:** This Agreement contains the whole agreement between the District and _____. There have been no inducements, promises, terms, conditions or obligations made or entered into by either party other than set forth herein. No modification or addition to this Agreement shall be effective unless and until set forth in writing and specifically identified as a "Modification" or "Addendum" executed by both parties.
23. **Severability:** If any paragraph, or part thereof, of this Agreement shall be determined by an appropriate forum to be invalid, then, in such event, the remaining paragraph and provisions shall be binding and effective. The construction of this Agreement shall be governed by statutory and decisional law of the Commonwealth of Massachusetts.
24. **School District Protection:** _____ and the District agree that the several individual members of the Weymouth School Committee shall not be sued personally for any alleged violation of this Agreement.

IN WITNESS WHEREOF, the parties hereto have signed and sealed this Agreement as of this ___ day of July , 2016.

WEYMOUTH SCHOOL DISTRICT

By: _____

Associate Principal for W.H.S.

By: _____

Superintendent