

WRENTHAM PUBLIC SCHOOLS
DELANEY ELEMENTARY SCHOOL
CONTRACT OF NAME, PRINCIPAL
DUTIES AND RESPONSIBILITIES

The PRINCIPAL, NAME, shall be the leader of Delaney School. She shall be responsible for instructional leadership, building management, community engagement, and establishment of a positive professional culture. She shall be responsible, consistent with district personnel policies and budgetary restrictions and subject to the approval of the Superintendent, for hiring all teachers 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. NAME shall perform such duties and responsibilities as called for by:

- M.G.L., Chapter 71 (amended by the Education Reform Act of 1993).
- Policies of the Wrentham School Committee.
- Directives of the Superintendent of Schools.
- The Delaney School's annual School Improvement Goals.

NAME shall:

1. Develop school improvement goals designed to affect student achievement, community engagement, building operations, and professional culture.
2. Evaluate staff, promote system-wide professional development, and foster a positive school culture.
3. Collaborate with the Director of Curriculum and Director of Student Services to ensure every student has access to a rigorous and appropriate education.
4. Collaborate with the Business Manager and Facilities Manager to ensure staff members have the resources they need and the buildings and grounds are safe, clean, and conducive to learning.
5. Collaborate with the Director of Technology to integrate technology through the students' learning experiences in a safe and relevant manner.
6. Maintain a safe, orderly, and welcoming school environment.
7. Promote participatory decision-making that includes staff, parents, community and students.
8. Communicate and collaborate clearly, effectively, and in a timely manner with all stakeholders.
9. Perform all tasks that the Superintendent deems necessary to complete the duties and responsibilities associated with the principal position.

This agreement is made effective as of July 1, 2021 by and between WRENTHAM PUBLIC SCHOOLS and NAME.

1. EMPLOYMENT: The Wrentham Public Schools hereby employ NAME as Principal within the public schools of Wrentham and NAME hereby accepts employment on the following terms and conditions:
2. TERM: NAME shall be employed for a three-year period commencing on July 1, 2021 and ending on June 30, 2024.

3. COMPENSATION AND BENEFITS:

- a. NAME shall be paid an annual salary commencing as of the effective date of this AGREEMENT at the following minimum annual rates of pay, payable in equal installments in accordance with the policy of the Wrentham Public Schools regarding payment of professional staff members.

2021-2022	\$117,855
2022-2023	\$120,801 (+2.5%)
2023-2024	\$123,821 (+2.5%)

- b. NAME shall be entitled to all insurance benefits provided to town employees.
 - c. NAME will receive 18 sick days per year. She may accumulate up to 260 sick days. NAME will be allowed bereavement days as stipulated in the WTA Unit A Collective Bargaining Agreement.
 - d. NAME will be permitted 5 personal days per year to conduct business unable to be scheduled at other times. Additional days may be granted at the discretion of the Superintendent.
 - e. When funding permits, NAME is entitled to attend professional conferences with approval from the Superintendent of Schools. The Wrentham Public Schools will pay for memberships in MESPA and ASCD.
 - f. NAME will receive \$500 annually for local travel and other expenses. This will be paid in June.
4. CONDITIONS OF EMPLOYMENT: NAME shall be eligible to receive benefits and shall be subject to other conditions of employment as set forth in the Policies of the Wrentham School Committee regarding working conditions of principals and as may be from time to time modified by the School Committee, Superintendent and the General Laws of the Commonwealth.
 5. OTHER ACTIVITIES: NAME may accept speaking, writing, lecturing, or other engagements of a professional nature, provided they do not derogate from his duties as principal and NAME has received prior approval of the Superintendent.

6. WORK YEAR: NAME shall work a twelve-month year with 25 vacation days. She may carry over up to 10 unused vacation days per year. She is not required to work on snow days or on holidays recognized by the District.

7. TERMINATION, DEMOTION AND SUSPENSIONS: In the event that NAME desires to terminate this contract before the term of service shall have expired, she may do so with at least 90 day written notice of intent to the Superintendent of Schools and the Superintendent accepts said resignation.

The Superintendent may dismiss, demote, or suspend the Principal for cause and in accordance with the procedures contained in Massachusetts General Laws, chapter 71, section 41 and 42D.

8. EVALUATION: The Superintendent of Schools shall evaluate the performance of NAME annually based upon mutually agreed upon goals between the Principal and Superintendent of Schools and the policies and directives of the Superintendent. This evaluation must be consistent with the evaluation of principals as required by the Department of Elementary and Secondary Education.

9. ENTIRE AGREEMENT: This contract embodies the whole Agreement between the Town of Wrentham School Department and NAME.

10. 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. The parties have here signed and sealed this agreement.

 NAME
 Delaney School Principal

 NAME
 Superintendent of Schools