

CONTRACT

Between _____ Principal of the Francis W. Parker Charter Essential School and Executive Director of the Theodore R. Sizer Teachers Center and the Board of Trustees, approved in Executive Session on 15 February 2017.

1. Contract Duration and Salary

- A. 3 years beginning 07/01/2017 through 06/30/2020
- 17-18 ○ Year One - \$127,345, plus an increase tied directly to teacher approved increases.
- 18-19 ○ Year Two – Increase tied directly to teacher approved increases.
- 19-20 ○ Year Three – Increase tied directly to teacher approved increases.
- B. Upon successful completion of 1 year from signature date, contract will automatically extend to 6/30/2021.

2. Work Year

- A. Full year

3. Professional Development Reimbursement

- A. \$8,000.00 per year to be utilized for personal Professional Development.
- B. \$3,000.00 per year to be utilized to support Professional Development of select staff who can further enhance the school's knowledge base.

4. Leave

- A. Vacation and Personal:
 - 40 vacation/personal leave days each year for the duration of the contract. It is assumed that the Principal takes vacation during all regular school breaks.
- B. Sick:
 - Parker Policy, see attached
- C. Leave – Professional:
 - As needed as a part of job expectations. Compensation for consulting by other Organizations is authorized. The Board of Trustees will be informed through the Regular Principal's Update when paid consulting takes place.
- D. Flex Time:
 - As needed and if needed, occasionally or routinely, allow for late start/early departure to balance work commitments with family commitments. The board will be informed of routine use of this option.
- E. Sabbatical:
 - Upon completion of 8 years continuous Leadership; Board of Trustees is authorized to approve up to a two-week sabbatical to occur during the summer break.

5.(a) Insurance

- A. Health:
 - o Voluntary participation in the Parker Plan, see attached.
- B. Disability:
 - a. Parker will pay for long-term disability insurance. Voluntary participation in short-term disability insurance (see attached).

6. Other

Mandatory participation in the Massachusetts Teacher Retirement System.

 18 FEB 2017

Todd A. Sumner, Principal and (date)
Executive Director

 18 Feb 2017

Cheryl Lower, Chair (date)
Francis W. Parker Charter Essential School