

EMPLOYMENT AGREEMENT

This agreement is entered into by and between the Bridgewater-Raynham Regional School District, through its Superintendent, and [REDACTED], hereinafter referred to as "[REDACTED]".

NOW, THEREFORE, in consideration of mutual promises and covenants, the "Superintendent" and "[REDACTED]" agree as follows:

1. **Employment** The Bridgewater-Raynham Regional School District hereby employs, in accordance with its statutory authority set forth in Chapter 71 of the Massachusetts General Laws, "[REDACTED]" as Assistant Principal and "[REDACTED]" 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 from July 1, 2016 through and including June 30, 2019.
3. **Salary** The salary of "[REDACTED]", Assistant Principal, shall be at the annual rate of \$94,000.00 through and including June 30, 2017. Effective July 1, 2017 the annual rate of salary will be \$95,860.00 through and including June 30, 2018. Effective July 1, 2018, the annual rate of salary will be \$97,797.60.00 through and including June 30, 2019.
4. **Expense Reimbursements** The "Superintendent" shall reimburse "[REDACTED]" for in-state and out-of-state travel authorized by the Superintendent of Schools to a maximum of \$500.00.
5. **Duties** "[REDACTED]" agrees to perform all administrative duties and functions that the "Superintendent" shall lawfully assign including but not limited to *Monthly Saturday Detentions*.
6. **Work Schedule** The twelve-month contract of "[REDACTED]" will be predicated upon a full year work period, with a vacation of twenty-five (25) working days to be taken on days that classes are not in session unless otherwise exempted by the Superintendent of Schools.
7. **Certification** "[REDACTED]" shall furnish and maintain throughout the term of this agreement a valid and appropriate certificate qualifying him to act as Assistant Principal of the District in the Commonwealth, as required by Chapter 71, Section 38G, of the Massachusetts General Laws.
8. **State Retirement Association** "[REDACTED]" shall be a member of the Teachers' Retirement System as required by Chapter 32, Section 2, of the Massachusetts General Laws.
9. **Termination of Services** During the term of his Agreement, "[REDACTED]" shall be subject to discharge in accordance with the provisions of Chapter 71, Section 42, of the Massachusetts General Laws. "[REDACTED]" may terminate this Agreement by giving written notice of intention to do so to the Superintendent of Schools at least forty-five (45) calendar days prior to the effective date of termination. The Superintendent may terminate this contract at any time during its term due to reduction in force or reorganization resulting from declining revenue or other budgetary reasons.

Notwithstanding any provision to the contrary, the Superintendent may dismiss or demote the Assistant Principal for good cause. As used herein, "good cause" shall mean any grounds put forth by the Superintendent which is not arbitrary, irrational, unreasonable, in bad faith or not relevant to the sound operation of the school system.

In the event his contract is terminated for good cause, the Assistant Principal shall be so notified in writing. Upon request of the Assistant Principal, he may meet with the Superintendent to review this decision. In the

event of termination of this contract or dismissal as set forth above, any and all financial and other obligations by either party shall cease.

10. **Workers' Compensation.** In the event that “██████████” sustains an industrial accident and is disabled as a result thereof he will be paid compensation benefits in accordance with the terms and conditions of the District's Workers' Compensation insurance coverage, the district will, to the extent it is permitted by law from his sick leave allowance, compensate him the difference between the Workers' Compensation benefits and his regular salary.

11. **Sick Leave** “██████████” shall be allowed twenty (20) days of sick leave in each contract year for absences resulting from illness or accident. Sick leave shall accumulate, to the extent not used, up to a maximum of two hundred thirty-five (235) days, the allowable absence in any year to be the number of days accumulated from prior years.

12. **Bereavement Leave** (a) Upon the death of “██████████’s” spouse, child, son-in-law, daughter-in law, parent, parent-in-law, sibling, grandparent, grandchild, or member of the immediate household of “██████████”, “██████████” will be granted five (5) day’s leave with pay. (b) “██████████” may be granted one (1) day’s leave in the event of the death of any person, at the discretion of the Superintendent, unless said person is a member of “██████████’s” immediate household, in which event, “██████████” will be entitled to the aforesaid five (5) days.

13. **Personal Days** Days off for emergency personal business (without loss of pay or sick leave credit) will be at the discretion of the Superintendent of Schools. “██████████” will be allowed three (3) days off per year for this category, said three days to be non-accruable from one year to the next.

14. **Reimbursement for Courses** The Superintendent of Schools is hereby authorized to reimburse “██████████” tuition of up to two courses per year at a public or private college or university.

15. **Annuity** “██████████” may participate (1) in annuity plans pursuant to Chapter 71, Section 37B, of the Massachusetts General Laws; (2) payroll deduction for savings plans; provided, however, that requests for participation therein are made timely as required by law and other pertinent regulations.

16. **Re-Opening of Agreement** This Agreement may be reopened for discussion of its terms and conditions upon mutual written agreement by “Superintendent” and “██████████”.

17. **Entire Agreement** This Agreement contains the whole agreement between the Bridgewater-Raynham Regional School 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.

18. **Severability** If any paragraph or part thereof, of this Agreement shall be determined by appropriate forum to be invalid, then, in such event, the remaining paragraphs 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.

19. **Indemnification Insurance** The district shall provide “██████████” with indemnification insurance equal to that which is provided to other administrators.

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

[REDACTED], Assistant Principal

[REDACTED], Superintendent
Bridgewater-Raynham Regional School District

WITNESS TO BOTH SIGNATURES:
