



**DIGHTON-REHOBOTH REGIONAL SCHOOL DISTRICT**  
**CONTRACT OF EMPLOYMENT**  
**ASSISTANT SUPERINTENDENT OF CURRICULUM, INSTRUCTION AND**  
**PROFESSIONAL DEVELOPMENT**

This contract is made between the Dighton-Rehoboth Regional School Committee, through the Superintendent of Schools (collectively hereinafter referred to as “District”), and ADAM BLAISDELL, (hereinafter referred to as “Administrator”). In consideration of the promises herein contained, the parties agree as follows:

1. **TERM:** The term of this agreement shall be from **July 1**, 2021 to June 30, 2024, unless sooner terminated in accordance with the provisions herein. The contract year shall be July 1 to June 30.

It is expressly understood that this agreement contains no rollover language, should the District determine not to extend or renew the Administrator’s employment upon the conclusion of the term stated herein.

2. **TERMINATION:**

- A. By the Administrator:

In the event the Administrator wishes to terminate this agreement, he may do so by giving sixty (60) days written notice to the Superintendent.

- B. By the District:

1. In the event the District wishes to terminate this agreement, the Administrator shall be furnished with a notice of intent to dismiss with an explanation of the grounds for the dismissal. If the Administrator so requests, he shall be given a reasonable opportunity within fifteen (15) days after receiving such notice to review the decision with the Superintendent. The Administrator may be represented by an attorney or other representative at such meeting and may present information pertaining to the bases for the dismissal and to her status.
2. Once the Administrator has served in such position in the District for three consecutive years, he shall not be dismissed except for good cause, which shall mean any ground which is put forth in good faith and which is not arbitrary, irrational, unreasonable or irrelevant to the task of building up and maintaining an efficient school district.
3. The District may terminate the Administrator’s employment pursuant to an administrative or financial reorganization, reduction in force, budgetary reasons,

consolidation and/or closure of buildings, and/or declining enrollment. The provisions of paragraphs (B)(1) and (B)(2) shall not be applicable to such termination.

C. The District may elect not to extend or renew the Administrator's contract. A contract non-renewal shall not be considered a dismissal.

3. **DUTIES/RESPONSIBILITIES**: The Administrator shall perform all duties/responsibilities as specified in the job description approved by the School Committee for the position specified below.
4. **CERTIFICATION**: The Administrator shall furnish and maintain, during the term of this contract, a valid and appropriate certificate qualifying her for the position as specified below.
5. **PROFESSIONAL DAYS**: The Administrator shall be entitled to participate in and attend professional development workshops and conferences approved by the Superintendent.
6. **PROFESSIONAL DEVELOPMENT**: The Administrator shall be expected to participate in continuous professional development approved by the Superintendent.
7. **MILEAGE**: The Administrator shall receive reimbursement for in and out of district travel for each year of this Agreement. Mileage will be paid in accordance with the rate used by the district.
8. **SICK LEAVE**: The Administrator shall be entitled to sick leave in the amount equal to, but not in excess of, eighteen (18) days for each full contract year, prorated for partial contract years.
9. **SICK LEAVE BUYBACK**: All sick days above one hundred eighty (180) shall be recorded in an above maximum account. Upon retirement with twenty (20) years of service in the Dighton-Rehoboth Regional School District, the Administrator shall be paid a maximum of five thousand (\$5,000.00) dollars for days in the above maximum account on the following scale:

01-50 days	75% of per diem rate
50-100 days	50% of per diem rate
100-180 days	20% of per diem rate

There shall otherwise be no buyback of accumulated sick leave.

10. **RETIREMENT**: One thousand five hundred (\$1,500.00) dollars shall be added to the Administrator's salary the year prior to his retirement, provided that he notifies the Superintendent of his intention to retire by December 30<sup>th</sup> of the year prior to retirement.

11. **COURSE TUITION REIMBURSEMENT:** The Administrator shall receive up to \$1,400.00 in reimbursement for each contract year for tuition, professional development, and/or registration fees for courses of at least two (2) credits. All courses must receive the prior approval of the Superintendent. To receive reimbursement, the Administrator must submit a copy of his grade report demonstrating satisfactory completion and receipted bill(s) for the cost of the course.
  
12. **TERM LIFE INSURANCE:** The Committee agrees to pay a five hundred dollar (\$500.00) premium per each contract year toward a term life insurance policy approved by the Superintendent.
  
13. **VACATION:** For the period **July 1, 2021** to June 30, 2024 , the Administrator shall accrue two (2) working days of vacation at the end of every calendar month. For the subsequent contract years, the Administrator shall receive one (1) working day of vacation on July 1, and he shall accrue two (2) additional working days of vacation at the end of every calendar month of employment, for a total of twenty-five (25) working days of vacation per full contract year. Vacation days shall be prorated for partial contract years. The Superintendent, in his sole discretion, may permit the Administrator to take vacation days prior to their accrual.

Five (5) vacation days may be carried over into subsequent contract years.

14. **HOLIDAYS:** The Administrator shall be entitled to the following paid holidays:

½ day before New Year’s	Juneteenth	Thanksgiving Day
New Year’s Day	Fourth of July	Day After Thanksgiving
Martin Luther King Day	Labor Day	Day Before Christmas
President’s Day	Columbus Day	Christmas Day
Patriot’s Day	Veteran’s Day	Good Friday
Memorial Day	½ Day Before Thanksgiving	

15. **OTHER BENEFITS:** The Administrator shall be entitled, on the same terms and conditions, to the following benefits as specified in the Teacher Collective Bargaining Agreement: health insurance, bereavement leave, personal days, jury duty, religious days and unpaid leaves.
  
16. **EVALUATION:** The Superintendent shall complete an annual evaluation of the Administrator.
  
17. **POSITION:** The Administrator shall perform all duties and responsibilities as the full-time, twelve-month **Assistant Superintendent of Curriculum, Instruction and Professional Development.**
  
18. **SALARY:**

Effective **July 1, 2021**, the Administrator’s annual salary is \$132,500.00 (Prorated\$)

Salary for subsequent contract years shall be negotiated by the parties.

The Administrator's salary shall be paid in periodic installments on the same basis as other District professional staff, subject to such deductions for income taxes, teachers' retirement and other deductions as are authorized by the parties or required by law.

This agreement embodies the entire agreement between the District and the Administrator, and there are no inducements, promises, terms, conditions or obligations made or entered into by either party other than those contained herein. Any part of this agreement may be amended by mutual agreement of the parties.

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Adam Blaisdell, Ed.D.  
Assistant Superintendent of Curriculum,  
Instruction and Professional Development

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Date

\_\_\_\_\_  
Anthony C. Azar, Ed.D., Superintendent

\_\_\_\_\_  
Date

\_\_\_\_\_  
Aaron Morse, School Committee Chair

\_\_\_\_\_  
Date