

SUPERINTENDENT / PRINCIPAL  
LINCOLN-SUDBURY REGIONAL SCHOOL DISTRICT

Contract for Employment

THIS AGREEMENT made, effective July 1, 2026, is entered into by and between the Lincoln Sudbury Regional School District, hereinafter referred to as the "School District", by and through its Regional District School Committee, hereinafter referred to as the "Committee," and [REDACTED], hereinafter referred to as "[REDACTED]" or the "Superintendent / Principal," witnesses that in consideration of the promises herein contained, the parties mutually agree as follows:

1. **EMPLOYMENT:** The School District hereby employs [REDACTED] as its Superintendent / Principal, and [REDACTED] hereby accepts such employment.
2. **DUTIES:** The Superintendent / Principal shall perform faithfully, to the best of their ability, the duties of the Superintendent / Principal.
3. **TERM:** This Agreement shall be for a term of five (5) years, commencing July 1, 2026 and ending June 30, 2031, and may be terminated prior to its expiration pursuant to Section 6 below.
4. **COMPENSATION:** Effective July 1, 2026, the Committee shall pay the Superintendent / Principal a semi-monthly rate of \$9,333.33, which, if annualized, would equal \$224,000.00, subject to lawful withholdings and deductions. Said semi-monthly rate shall increase, effective July 1, 2027, to \$9,613.33 and, effective July 1, 2028, to \$9,853.75, which, if annualized, would equal \$230,720.00 and \$236,490.00, respectively, subject to lawful withholdings and deductions. For Fiscal Years 2030 and 2031, monetary compensation and benefits shall be negotiated during Fiscal Year 2029. At no time during the term of this Agreement shall the Superintendent / Principal's salary, benefits or compensation be reduced.
5. **EXPERIENCE:** The Committee agrees to issue experience pay of \$6,000 per fiscal year to the Superintendent / Principal as part of their annual salary compensation. This benefit shall

be paid in equal installments in accordance with the policy of the committee governing payment of other professional staff members.

6. **TERMINATION OF AGREEMENT**: This Agreement may be terminated prior to its expiration according to the following:

A Termination for Good Cause:

- i For this Agreement, the term "Good Cause" includes any reason advanced by the School Committee that is not arbitrary, capricious or irrelevant to the legitimate interests of the School District, including but not limited to inefficiency, incompetency, insubordination, incapacity, a failure to meet the School District's performance standards and/or conduct unbecoming a Superintendent / Principal.
- ii In the event the Committee seeks to terminate the Superintendent / Principal for good cause, the Committee shall inform the Superintendent / Principal in writing of the cause(s) for their proposed discharge and the Superintendent / Principal will be given an opportunity for a hearing before the Committee prior to their termination becoming effective. The Committee shall provide the Superintendent / Principal twenty-one (21) days' prior written notice of said hearing. Such written notice shall contain a statement of charges in sufficient detail to place the Superintendent / Principal on notice of the basis for such intended action, along with copies of any documents or other evidence on which the Committee may rely in deciding whether terminate the Superintendent / Principal. The hearing shall be held in Executive Session, in accordance with and subject to the Open Meeting Law. At such hearing, the Superintendent / Principal shall have the right to be represented by legal counsel. The Superintendent / Principal may challenge a suspension

or dismissal in accordance with the arbitration provision of this Agreement, set forth in Section 18.

B Resignation by the Superintendent / Principal:

- i The Superintendent / Principal may terminate their employment with the School District by submitting a written resignation to the Committee with as much advance notice as possible but no less than one hundred twenty (120) calendar days' advance notice unless otherwise agreed upon. In the event of termination pursuant to this subsection, the Committee shall not be required to pay, and the Superintendent / Principal shall not be entitled to receive salary payments, after the effective date of the Superintendent / Principal's resignation.

C Death:

- i This Agreement shall terminate immediately upon the Superintendent / Principal's death.

D Termination for Reasons Other than for Good Cause or Death:

- i The School District has the right to terminate the Superintendent / Principal's employment other than for good cause or death/incapacity following a  $\frac{2}{3}$  vote of the Committee by giving the Superintendent / Principal written notice no later than October 15 of the pertinent school year unless otherwise agreed upon. In the event of termination pursuant to this subsection, the Superintendent / Principal shall be entitled to receive salary payments and benefits until the end of the school year when termination pursuant to this subsection occurs.

E Mutual Agreement:

- i This Agreement may be terminated at any time, for any reason, upon the

mutual written agreement of the parties.

F Non-Renewal:

- i In the event that the Committee does not desire to renew the Superintendent / Principal's employment with the School District at the expiration of this Agreement, the Committee shall provide the Superintendent / Principal with written notice of such intention no later than October 15, 2028, unless otherwise agreed upon.
- ii If the School Committee fails to give such written notice by said date, this Agreement shall remain in full force and effect for a renewal term of one (1) year at a compensation level to be negotiated by the parties.
- iii In the event the Committee provides notice of renewal and the parties do not negotiate a successor Agreement by March 1, 2029 (or March 1 of any renewal term), this Agreement shall remain in full force and effect for a renewal term of one (1) year at the same compensation level as the most recently completed year.
- iv The non-renewal of this Agreement shall not constitute a dismissal of the Superintendent / Principal. The expiration or termination of this Agreement shall result in the cessation of the employment relationship.
- v All obligations under this Agreement shall cease upon the earlier of its expiration or its termination in accordance with this Section.

7. **EVALUATION:** The Superintendent / Principal shall be evaluated in a manner consistent with the established standards and procedures outlined in the "DESE Educator Evaluation Model" and the duties and responsibilities contained in the Superintendent / Principal job description. The School District, with input and collaboration of the Superintendent / Principal, shall modify the current evaluation instrument to also account for the duties of

Principal. Said evaluation instrument shall be updated no later than August 1<sup>st</sup> for that evaluation cycle unless the Committee and Superintendent / Principal agree otherwise.

8. **CRITICISMS AND COMPLAINTS:** Criticisms, complaints, and suggestions upon which action should be taken that are called to the attention of the Committee shall be promptly referred to the Superintendent / Principal for study, disposition, or recommendation as appropriate to facilitate the orderly administration of the School District, and to ensure responsiveness to the public and fairness to the Superintendent / Principal. The Superintendent / Principal shall not be evaluated or disciplined based on any criticism, complaints, or comments not brought to their attention with sufficient time to allow them to address the matter. Likewise, the Superintendent / Principal shall not be evaluated or disciplined based on anonymous complaints.

9. **INDEMNIFICATION:** The School District shall at all times indemnify and hold harmless the Superintendent / Principal to the maximum extent and in accordance with the terms of M.G.L. c. 258. The Superintendent / Principal shall assist the School District and/or the Committee in any litigation; provided that, after the cessation of the employment relationship, the School District shall compensate the Superintendent / Principal for other than *de minimis* assistance on reasonable terms.

The Superintendent / Principal may retain, at their own expense, independent legal counsel to provide representation during the course of any proceeding in which the statutory indemnification provisions of M.G.L. c. 258 are implicated. In such cases, counsel for the School District and/or the Committee shall retain primary responsibility for the preparation, presentation and settlement of the case. The Superintendent / Principal shall fully and completely cooperate with counsel to the School District and/or the Committee in the defense of such action.

This Section 9 shall survive the expiration/termination of this Agreement.

10. **CERTIFICATION:** The Superintendent / Principal shall furnish and maintain throughout the term of this Agreement a valid and appropriate license from the Massachusetts DESE qualifying them to act as the Superintendent / Principal.
11. **OTHER ACTIVITIES:** Subject to the prior written approval of the Committee (acting through the Chair or Vice Chair in the Chair's absence), the Superintendent / Principal may accept speaking, writing, lecturing, consulting, or other engagements of a professional nature provided that such engagements do not interfere with significant events requiring the Superintendent / Principal's attendance in the school building.
12. **REIMBURSEMENT FOR EXPENSES:** The Committee shall provide the Superintendent / Principal with an annual reimbursement stipend of \$6,000 as compensation for expenses reasonably incurred in the performance of their duties including, but not limited to, cellular phone and all necessary work-related travel mileage that are outside of the commute to-and-from work (ex. school events, off-site meetings, conferences), tolls, and related costs. The stipend will be paid in increments twice per annum.
13. **MEMBERSHIPS AND PROFESSIONAL DEVELOPMENT:** The Committee shall pay for the Superintendent / Principal's annual membership in the Massachusetts Association of Superintendents (MASS), the Tri County Superintendent's Association, the Massachusetts School Administrators' Association (MSAA), and other such professional organizations as the Committee may approve. The Committee shall further pay for the Superintendent / Principal's participation in the annual MASS Executive Conference and MASC/MASS Joint conference including hotel, meals, and travel costs. The total reimbursement for memberships and professional development shall not exceed \$4,000 in a given school year. The Superintendent / Principal may participate in other conferences/professional development that have a cost as approved by the School Committee. Reimbursements shall be subject to the submission of proper documentation in accordance with the School District's reimbursement

procedures.

14. **STATE RETIREMENT:** The Superintendent / Principal shall be a member of the Massachusetts Teachers' Retirement System as required by Massachusetts General Laws.
15. **FRINGE BENEFITS:** The Superintendent / Principal shall be entitled to all insurance benefits made available to other School District employees. Other benefits, e.g., paid holidays, bereavement leave, personal days, sick days, shall be provided as are generally provided to other members of the School District's administrative leadership team.
16. **LONG-TERM DISABILITY INSURANCE:** The Committee shall contribute up to a maximum of three thousand dollars (\$3,000) to the premium for a disability insurance and/or long-term care insurance policy chosen by the Superintendent / Principal, upon receipt of an invoice for such payment. The Superintendent / Principal shall be solely responsible for obtaining this insurance coverage and taking all necessary steps to keep this policy in effect during the term of this Agreement. This disability insurance and/or long-term care insurance is in addition to any long-term disability insurance policy provided by the School District for its employees.
17. **ANNUAL VACATION:** The Superintendent / Principal shall be entitled to twenty-five (25) vacation days per year. They may carry over up to ten (10) days of unused vacation leave from one fiscal year to the next, but shall not exceed a balance of thirty-five (35) vacation days at any time. Unused vacation days pursuant to this section shall be paid at the Superintendent / Principal's per diem rate of pay to the Superintendent / Principal following their retirement, resignation, termination, or death.
18. **ARBITRATION:**
  - A Scope of Controversy:

Any controversy or claim arising out of an alleged breach of this Agreement, excluding claims based on state or federal anti-discrimination laws, statutes, or

regulations, but including a decision by the Committee to dismiss the Superintendent / Principal, shall be settled and determined by arbitration in accordance with the Labor Arbitration Rules of the American Arbitration Association. An award by an Arbitrator appointed pursuant to such rules shall be final and binding on the parties and may be entered into any court, tribunal, or commission otherwise having jurisdiction thereof, for enforcement pursuant to the provisions of M.G.L. c. 150C or, if M.G.L. c. 150C is determined to be inapplicable, then pursuant to the provisions of M.G.L. c. 251 relative to the arbitration of commercial disputes.

**B Arbitrator's Authority:**

Either party may invoke the arbitration provisions hereunder by filing a demand for arbitration with the American Arbitration Association and the other party within thirty (30) days of the date on which the claiming party knew or should have known of a controversy or claim subject to the arbitration clause. In the case of a suspension or dismissal, the thirty-day period shall commence when the Superintendent / Principal receives the Committee's final determination in writing. The parties agree to submit to subpoenas issued by the arbitrator.

The arbitrator may enter any and all appropriate relief including, but not limited to, compensatory damages due under the contract, but in no case shall such award order or require the reinstatement of the Superintendent / Principal to their position.

19. **ENTIRE AGREEMENT:** This Agreement embodies the whole agreement between the Committee and the Superintendent / Principal and there are no inducements, promises, terms, conditions or obligations made or entered into by either party other than those contained herein. This Agreement may not be changed except by a writing signed by the party against whom enforcement thereof is sought.

20. **CONSULTATION WITH COUNSEL; NO REPRESENTATION:**

The Superintendent / Principal acknowledges that they have had a full and complete opportunity to consult with counsel of their own choosing concerning the terms, enforceability and implications of this Agreement, and that the Committee has made no representations or warranties to the Superintendent / Principal concerning the terms, enforceability or implications of this Agreement other than as are contained in this Agreement.

21. **INVALIDITY:** If any section or part of this Agreement is invalid, the balance of the Agreement shall be binding and effective against all parties.

IN WITNESS HEREOF, the COMMITTEE, by its Chair, duly authorized, and the SUPERINTENDENT / PRINCIPAL, hereby execute and agree to this Contract for Employment this 28<sup>th</sup> day of January 2026.

LINCOLN SUDBURY REGIONAL  
SCHOOL COMMITTEE

SUPERINTENDENT / PRINCIPAL

By:   
Ravi Simon, Chair

By: 

Date: 1/28/26

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