

**Mendon-Upton Regional School District
Elementary School Principal**

Contract of Employment

This contract made this 1st day of July 2020, by and between the Mendon-Upton Regional School District, hereinafter referred to as the "School District" and [REDACTED] hereinafter referred to as the "Administrator".

In consideration of the promises herein contained, the parties hereto mutually agree as follows:

1. EMPLOYMENT: The School District hereby agrees to employ the Administrator for a period to commence as of July 1, 2020 and end on June 30, 2023. This agreement between the parties without further action by the parties shall be extended for successive periods of one year each time the anniversary date of this contract is reached if no further action is taken by the School District. Notice of the School District's intent to re-new/terminate the contract upon expiration hereunder must be given by March 30th of that year.
2. COMPENSATION: The Administrator hereby accepts such employment at the annual salary of \$122,000. The School District agrees to pay this salary bi-weekly.

The parties shall meet in each year of this agreement at least ninety (90) days prior to the commencement of a new fiscal year to re-negotiate salary, benefits and compensation to be paid to the Administrator in the new fiscal year. The Administrator's salary, specific benefits or compensation of any kind shall not be reduced during the life of this agreement or any addendum, modification or amendment hereto without mutual agreement.

3. BENEFITS: All benefits and insurance as stated in the most recent MURTA contract except as follows:
 - a. Term Life Insurance for \$50,000 with the district paying the total amount.
 - b. Because the Administrator's workday is flexible and frequently extends beyond normal working hours, reasonable time off during the day for personal reasons or emergencies will be allowed without loss of pay or deduction from personal or vacation leave.
4. ANNUAL VACATION AND SICK LEAVE:
 - a. The Administrator shall be entitled to twenty-five (25) vacation days annually.
 - b. The Administrator will be allowed, on a non-cumulative basis, five (5) days of paid personal leave. Requests for leave must be made to the Superintendent as soon as possible. Such leave shall be allowed only when approved by the Superintendent.

- c. The Administrator shall be credited with 20 sick days annually whereby he/she shall be paid for days when he/she is unable to perform his/her duties due to sickness, illness, or injury or any other disabling reason. Unused sick leave may be accumulated up to 200 days. In the event such days are not utilized, the Administrator shall receive on his/her retirement or termination, with a minimum of five (5) years of

5. REIMBURSEMENT FOR EXPENSE:

- a. The School District shall encourage the Administrator to attend professional conferences, including a national conference on a yearly basis, and reimburse the Administrator at the discretion of the Superintendent.
- b. The School District will reimburse the Administrator for driving mileage, which is for school related work, not part of the daily commute at the established IRS rate.
- c. Membership in the Massachusetts Secondary Schools Administrators Association, Inc.

6. DUTIES: The duties of the Administrator shall be performed faithfully and to the best of his/her ability. The Administrator hereby agrees to be governed by the policies of the School District except that any conflict between those policies and this agreement shall be resolved in favor of this agreement.

7. INDEMNIFICATION:

- a. The School District shall, at all times, indemnify and hold harmless the Administrator to the maximum extent and in accordance with the terms of MGL c. 258. The Administrator shall comply with all the obligations to assist in any litigation instituted in which the statutory indemnification is applicable provided, however, that upon cessation of the employment relationship the Administrator shall be compensated for such assistance in any day or part thereof during which such assistance is rendered at his/her then effective per diem rate of pay or \$400.00, whichever is greater.
- b. This indemnification provision, Article A, shall survive expiration of this employment agreement or the employment relationship by any means or cause.

8. RESIGNATION: There shall be no penalty for release or resignation from this contract, provided no resignation shall become effective until the close of any school year in which this contract is in effect, or upon thirty (30) days notification from the Administrator unless the School District fixes a different time at which the resignation or release is to take effect.

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