

SILVER LAKE REGIONAL SCHOOL DISTRICT

MIDDLE SCHOOL PRINCIPAL CONTRACT OF EMPLOYMENT

[REDACTED]

AGREEMENT made the 5th day of May 2022 by and between the SUPERINTENDENT and [REDACTED], hereinafter referred to as the PRINCIPAL. The Agreement is under individual contract, as such, shall be eligible to receive benefits established by the SUPERINTENDENT.

WHEREAS the SUPERINTENDENT is desirous of employing the PRINCIPAL to lead and manage the MIDDLE SCHOOL on a daily basis, and

WHEREAS the PRINCIPAL is willing to accept employment as such and to serve in this capacity; and

WHEREAS the parties are desirous of setting forth in writing the obligations of each as it pertains to this relationship.

Now, therefore, in consideration of the mutual promises herein contained, the parties agree as follows:

1. The SUPERINTENDENT hereby employs [REDACTED] as the PRINCIPAL of the Silver Lake Regional Middle School, and the PRINCIPAL hereby accepts employment as of July 18, 2022 through June 30, 2025.
2. The PRINCIPAL shall be paid an annual salary of \$135,000 from July 18, 2022 through June 30, 2023 (**prorated based upon a start date of July 18, 2022**); an annual salary of \$139,050 from July 1, 2023 through June 30, 2024; and an annual salary of \$143,221 from July 1, 2024 through June 30, 2025. Payments shall be made in twenty-six equal installments.

3. In the event that the PRINCIPAL desires to terminate this contract before the term of service shall have expired, she may do so by giving at least sixty (60) days notice of her intention to the SUPERINTENDENT.

The parties may, by mutual consent, terminate the contract at any time.

The Superintendent may terminate this contract upon written notice of sixty (60) days prior to the expiration date of the contract. The Superintendent may terminate the contract of employment during its term for one or more of the following reasons:

- a) Inefficiency or incompetence;
- b) Insubordination against reasonable rules of the Superintendent and/or School Committee;
- c) Moral Misconduct;
- d) Disability as shown by competent medical evidence;
- e) Other due and sufficient cause and for financial exigencies.

In the case of financial exigencies, the Superintendent and/or the School Committee may cause a reduction of the workday, work year or eliminate the position. If the workday or work year is reduced, there will be a corresponding pro-ration of the salary to reflect the changed workday or work year.

The Superintendent does not waive any additional rights she may have under law or statute.

4. The PRINCIPAL shall perform faithful, to the best of her ability, the duties of the PRINCIPAL as established by the Superintendent.

5. The PRINCIPAL may accept speaking, writing, lecturing, or other engagements of a professional nature, provided they do not derogate from her duties as PRINCIPAL.

6. The PRINCIPAL shall be a member of the Teachers Retirement System as required by the Massachusetts General Laws, Chapter 32, Section 2.

7. The PRINCIPAL shall be entitled to the following fringe benefits:

Health Insurance: The PRINCIPAL shall be entitled to the same insurance (medical and hospital) benefits and options as all other employees of the Silver Lake Regional School District. Cost for individual or family benefit to be shared between the SUPERINTENDENT and the PRINCIPAL in the same manner as other district employees.

Life Insurance: \$75,000 term life insurance policy; the cost of the premium to be shared 50/50 by the SUPERINTENDENT and the PRINCIPAL.

Sick Leave: The PRINCIPAL shall be entitled to sick leave in the amount equal to, but not in excess of eighteen (18) days of sick leave for each year of this contract and any extensions hereunder; sick leave is to be earned at the rate of one and one-half (1 1/2) days per month worked. The eighteen days annual sick leave shall become available to the PRINCIPAL on the

first day of each work year. Unused sick leave shall be accumulated to two hundred and ninety-nine (299) days.

Bereavement Leave: Up to five (5) days each time there is a death of her spouse, child, son-in-law, daughter-in-law, parent, father-in-law, mother-in-law, sibling, grandparent or grandchild. Additional time beyond five (5) days may be granted. Additional time shall be subtracted from the accumulated sick leave.

Personal Business: Up to three (3) days for personal business which cannot be conducted on a non-school day, non-school hours provided reasonable advance notice containing a reasonable explanation of such absence is given, in writing, to the Superintendent. In an emergency, the preceding requirement may be waived, provided the individual notify the Superintendent, in writing, immediately upon his return to school. Personal days shall not be used to extend vacations or holidays, nor shall they be taken at the beginning or end of the school year. Any exception of the foregoing must be requested in writing and be approved by the Superintendent.

Family Illness: In addition to the absences for personal illness or injury, the PRINCIPAL, shall be entitled to a maximum of three (3) days leave, to be deducted from sick leave, to be used when serious illness of a member of the immediate family or a member of the permanent household requires personal care by the PRINCIPAL. More than the above number of days may be granted by the Superintendent and will be deducted from sick leave.

Worker's Compensation: The PRINCIPAL shall be covered by the provisions of the Massachusetts Worker's Compensation Law.

Leave of Absence: The SUPERINTENDENT may grant a leave of absence up to one (1) year, with or without pay, to the PRINCIPAL.

Course Reimbursement: The PRINCIPAL completing graduate courses aimed at improving her professional competency may submit, at the satisfactory completion of the course(s), evidence of tuition expenditures and will receive 100% reimbursement of the actual tuition cost including fees, up to a maximum of \$2,000 per contract year. A grade of B or better must be obtained for reimbursement. All courses must be at graduate level, must be from an accredited institution, and must fulfill the criteria of improving the professional competence of the PRINCIPAL with prior approval of the Superintendent.

Mentoring: The PRINCIPAL shall receive \$750 for mentoring a new principal. If an additional new principal is assigned in the same year, the PRINCIPAL shall receive an additional \$500.

Vacations: The PRINCIPAL shall receive twenty-five (25) days of vacation. The PRINCIPAL may carry over fifteen (15) days of vacation to the following work year or may borrow five (5) days of vacation from the next work year. If the PRINCIPAL leaves prior to the end of a contract year, the number of days earned in that year will be prorated based on the last day of work by the PRINCIPAL.

Professional Dues: Dues will be paid for those organizations that are directly related to the position; i.e., A.S.C.D., N.A.S.S.P., MMLAA, etc.

Mileage Reimbursement: Four hundred dollars (\$400) annually will be paid to the PRINCIPAL as in-district travel, out-of-district mileage reimbursement at the then current I.R.S. rate per mile. Payment will be made at the end of the contract year.

8. The Superintendent of Schools shall meet with the PRINCIPAL at least once each year for the purpose of discussing with the PRINCIPAL her job performance as well as the working relationship with various constituencies who fall within the responsibility of her position. The

evaluation will be conducted in accordance with M.G.L., c. 69, §1B; c. 71, §38 and 603 CMR 35.00.

9. This contract embodies the whole agreement between the SUPERINTENDENT and the PRINCIPAL, and there are no inducements, promises, terms, conditions, or obligations, made or entered into by either party other than those contained herein. The contract may not be changed, or otherwise amended, except in writing, signed by all parties hereto.

10. If any paragraph or part of this agreement is invalid, it shall not affect the remainder of said Agreement, but said remainder shall be binding and effective against all parties.

IN WITNESS WHEREOF, the parties have hereunder signed and sealed this agreement and a duplicate thereof this _____ day of _____ in the year two thousand twenty-two.

Middle School Principal

Superintendent of Schools