

CONTRACT OF TECHNICAL DIRECTOR / PRINCIPAL
Tantasqua Regional School District

THIS AGREEMENT, made as of July, 21, 2016 by and between the **SUPERINTENDENT OF SCHOOLS**, hereinafter referred to as the **SUPERINTENDENT**, and _____ hereinafter referred to as the **TECHNICAL DIRECTOR / PRINCIPAL**.

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

1. EMPLOYMENT: The **COMMITTEE** hereby employ: _____ as **TECHNICAL DIRECTOR / PRINCIPAL** within Tantasqua Regional School District, and the **TECHNICAL DIRECTOR / PRINCIPAL** hereby accepts employment on the following terms and conditions:

2. ASSIGNMENT: At the inception of this Agreement, the **TECHNICAL DIRECTOR / PRINCIPAL** is hereby assigned to Tantasqua Senior High School - Technical Division.

3. TERMS: The **TECHNICAL DIRECTOR / PRINCIPAL** shall be employed for a three (3) year period commencing July 1, 2016 through June 30, 2019.

4. COMPENSATION:

a) The **TECHNICAL DIRECTOR / PRINCIPAL** shall be paid an annual salary commencing as of the effective date of this Agreement of \$123,793.85 per year, payable in equal installments in accordance with the policy of the **SCHOOL COMMITTEE OF TANTASQUA REGIONAL SCHOOL DISTRICT**. Thereafter, the range of the percent of increase will be as follows:

1. Does not meet expectations 0%
2. Minimally meets expectations 1%
3. Fully meets all expectations 1.5%
4. Exceeds expectations 2%

b) The salary stated herein shall not be reduced below the amount received by the **TECHNICAL DIRECTOR / PRINCIPAL** in the previous contract year, provided however, that a **TECHNICAL DIRECTOR'S / PRINCIPAL** salary may be reduced upon his or her demotion by the Superintendent, an administrative reorganization or a transfer to another school or position.

5. CONDITIONS OF EMPLOYMENT:

The **TECHNICAL DIRECTOR** shall be eligible to receive benefits and shall be subject to other conditions of employment as set forth in the **POLICIES** of the Tantasqua Regional School Committee regarding Working Conditions of Principals, and as may be from time to time modified by the **COMMITTEE**, Superintendent and the **G.L.** of the Commonwealth. Modification of such conditions shall not constitute a breach of this contract or any extension hereof..

6. DUTIES AND RESPONSIBILITIES:

The TECHNICAL DIRECTOR shall be the educational leader and manager of his or her school and shall supervise the operation and management of his or her school and school property, subject to the direct supervision of the Superintendent. The TECHNICAL DIRECTOR / PRINCIPAL shall be responsible, consistent with the COMMITTEE'S personnel policies and budgetary restrictions and subject to the approval of the Superintendent, for hiring all teachers, instructional or administrative aides, and other personnel assigned to the school, and for terminating all such personnel, subject to review and prior approval by the Superintendent and subject to the provisions of M.G.L., Chapter 71 as amended by the Education reform Act of 1993.

The TECHNICAL DIRECTOR / PRINCIPAL shall also faithfully and effectively perform the duties contained in the job description of TECHNICAL DIRECTOR / PRINCIPAL.

7. OTHER ACTIVITIES AND PROFESSIONAL DUES:

The TECHNICAL DIRECTOR / PRINCIPAL may accept speaking, writing, lecturing, or other engagements of a professional nature, provided they do not derogate from his or her duties as TECHNICAL DIRECTOR / PRINCIPAL and the TECHNICAL DIRECTOR / PRINCIPAL has received prior approval of the Superintendent. The COMMITTEE shall dedicate 600 dollars per year for payment of dues or membership to professional associations as determined by the TECHNICAL DIRECTOR / PRINCIPAL.

8. ANNUAL WORK SCHEDULE & BENEFITS :

The work year of the TECHNICAL DIRECTOR / PRINCIPAL shall consist of twelve months with the following benefits:

- twenty-five (25) vacation days. Up to ten (10) days unused vacation may be carried over into the next FY but may not accrual year to year.
- fifteen (15) holidays
 - New Year's day
 - Martin Luther King Day
 - Presidents Day
 - Patriot's Day
 - Good Friday
 - Memorial Day
 - ½ day before christmas
 - Christmas Day
 - Fourth of July
 - Labor Day
 - Columbus Day
 - Veteran's Day
 - 1/2 Day berfore Thanksgiving
 - Thanksgiving
 - Day after Thanksgiving
- two (2) personal days
- fifteen (15) sick days accumulated to one hundred eighty (190) days
- insurance benefits will be offered and paid at the same percentage as other Tantasqua employees.
- One hundred (\$100.00) dollars a month for expense reimbursement, to cover costs such as meetings or conference travel and technology offset.

- All benefits will be recognized under MASS GENERAL and FEDERAL LAWS unless negotiated under this contract.

Contract/Technical Director / Principal- TANTASQUA SENIOR HIGH

Page 3

9. TERMINATION, DEMOTION AND SUSPENSIONS:

a) In the event that a TECHNICAL DIRECTOR / PRINCIPAL desires to terminate his contract before the term of service shall have expired, he may do so with at least ninety (90) days written notice of intent to the Superintendent of Schools and the Superintendent accepts said resignation. Otherwise the Superintendent may dismiss, demote or suspend the TECHNICAL DIRECTOR / PRINCIPAL at any time for good cause and in accordance with the procedure contained in Massachusetts General Laws, Chapter 71, Sections 41 and 42D.

b) As used herein, "good cause" shall mean any grounds put forth by the Superintendent which are not arbitrary, irrational, unreasonable, in bad faith or relevant to the sound operation of the school system. No arbitrator may apply a definition of the words "good cause" other than the definition appearing immediately above and arbitral review shall be limited to the question whether such grounds were put forth in good faith.

10. EVALUATION:

The Superintendent of Schools shall evaluate the performance of the TECHNICAL DIRECTOR / PRINCIPAL annually based upon 1) the duties and responsibilities contained in the TECHNICAL DIRECTOR'S / PRINCIPAL'S job description; 2) as presented and called for under M.G.L., Chapter 71 as amended by the Education reform Act of 1993; 3) the annual school improvement goals mutually agreed upon by the TECHNICAL DIRECTOR / PRINCIPAL and the Superintendent.

11. ENTIRE AGREEMENT:

This contract embodies the AGREEMENT between the Tantasqua Regional School District and the TECHNICAL DIRECTOR / PRINCIPAL and there are no inducements, promises, terms, conditions, or other obligations made or entered into by either party other than those contained herein. The contract may not be changed except by a writing, by the party against whom enforcement thereof is sought.

12. SEVERABILITY:

It is understood and agreed by the parties that if any part, term or provision of this Agreement is held by the courts to be illegal or in conflict with any law of the Commonwealth of Massachusetts, the validity of the remaining portions shall not be affected, and the rights and obligations of the parties shall be construed and enforced as if the contract did not contain that particular part, term, or provisions held to be invalid.

Contract/Technical Director / Principal- TANTASQUA SENIOR HIGH

Page 4

IN WITNESS WHEREOF, the parties have hereunto signed and sealed this Agreement and a duplicate thereof this 21st day of July in the year 2016.

TECHNICAL DIRECTOR

For the Tantasqua Regional Schools

by _____

Technical Director/ Principal

Superintendent of Schools