

**PK-12 WHITMAN-HANSON REGIONAL SCHOOL DISTRICT (WHRSD)
PRINCIPAL'S CONTRACT**

[REDACTED]

This agreement is made between the Superintendent of Schools, hereinafter called "Superintendent," and [REDACTED] hereinafter called the "Principal."

In consideration of the willingness of the Superintendent to employ [REDACTED] as the Principal of the [REDACTED] and the willingness of [REDACTED] to accept said employment, and in further consideration of the covenants and agreements set forth herein, the parties hereto agree as follows:

EMPLOYMENT OF THE PRINCIPAL

1. The Superintendent shall and does hereby employ to assume all of the responsibilities and discharge all of the duties of a Principal, as outlined in Chapter 71 of the Massachusetts General Laws for the District, and to perform all other functions incidental to said office.
2. The Principal agrees to accept and does accept said employment. In the performance of his/her duties, the Principal agrees to advise and consult with the Superintendent on all matters requiring the Superintendent's attention or direction, and to follow and carry out the policies and instructions of the Superintendent to the best of his/her abilities.

TERM OF EMPLOYMENT

3. The term of the Principal's employment shall in effect three years beginning July 1, 2021 through June 30, 2024 and shall specifically encompass 211 work days except as may be reduced by allowable sick leave, personal leave or other reasons as approved by the Superintendent.

TERMINATION OF EMPLOYMENT OF THE PRINCIPAL

4. The Superintendent reserves the right to terminate the employment of the Principal during the term hereof for inefficiency, incompetence, incapacity, conduct unbecoming a Principal, insubordination, or other good cause. The Superintendent's action under this provision may be appealed by the Principal to arbitration in accordance with the Labor Arbitration Rules of the American Arbitration Association.
5. Should the Principal decide to terminate his/her employment with the Superintendent, he/she agrees to provide written notice to the Superintendent at least ninety (90) days prior to the effective day of his/her termination.

COMPENSATION

6. The Principal shall be paid an annual salary established by the Superintendent.

July 1, 2021 – June 30, 2022	\$ 123,235
July 1, 2022 – June 30, 2023	\$ 126,316
July 1, 2023 – June 30, 2024	\$ 129,474
7. For each subsequent fiscal year within the term of this Contract, the Superintendent and the Principal shall meet each year by June 15 in order to evaluate the Principal by the Superintendent, according to the evaluation instrument for the Principal established by the Superintendent.

D.E.S.E. LICENSURE

8. The Principal shall maintain throughout the term of this Contract a valid and appropriate licensure qualifying his/her to act as Principal in the Commonwealth of Massachusetts, in accordance with Massachusetts General Laws, Chapter 71, Section 38G.

FRINGE BENEFITS

9. The Principal shall be entitled to receive the following fringe benefits:
- a. Sick Leave: Up to eighteen (18) days with pay of annual sick leave for absences due to illness or disability, to be credited on 1 July of each contract year. Unused sick leave may accumulate from year to year during the term, or any extended term, of the Agreement.
 - b. Personal Leave: Two (2) personal days with pay per year. A maximum of two (2) personal days may be carried over each year. Personal days may not exceed four (4) personal days annually.
 - c. Bereavement Leave: In the event of that the employee's spouse, domestic partner, child, parent, son-in-law, daughter-in-law, father-in-law, mother-in-law or sibling dies, the employees will be allowed up to five (5) days for the purpose of burial arrangements and related services. In the event that the employee's grandparents, grandchild, aunt or uncle dies, the employee will be allowed up to three (3) days for the purpose of burial arrangements and related services occurring while school is in session. The Superintendent may, at his/her discretion, grant bereavement leave in the event of the death of a person other than the relatives described above.
 - d. Medical Insurance: The Principal shall be provided medical insurance coverage. The contract will follow the maximum contribution allowable in the contract between the W.H.E.A. and the Whitman-Hanson Regional School Committee.
 - e. Dental Insurance: The Principal shall be provided Delta dental insurance, Plan C. The District will provide a maximum annual contribution of 60% of this premium. Additional riders for dental insurance may be selected provided that the entire cost of any such rider must be paid for by the Principal.
 - f. Life Insurance: The Principal shall be provided a contribution of \$2000 annually for life insurance coverage.
 - g. Sick Leave Bank: Membership in the Sick Leave Bank as outlined in Teacher's Bargaining Agreement.
 - h. Accumulative Sick Day Buyout: Upon retirement, death, or voluntary resignation after eight (8) years of service to the District, the Principal or his/her estate will receive one half (1/2) day's pay, at the current rate of pay, for all unused sick leave up to sixty (60) days in excess of eighty (80) days unless removed for good cause.
 - i. Leaves of Absence Extended: A leave of absence without pay for up to two (2) years will be granted to the Principal who serves as an exchange Principal or an overseas Principal and is a full-time participant in such programs. Upon return from such leave, the Principal will be placed on his/her salary scale at the level he/she would have achieved if he/she had not been absent. A leave may not be taken under this Article more than once (1) every ten (10) years. The Principal granted a leave under this section shall notify the Superintendent in writing by April of the contract year prior to his/her return of such intent to return the following contract year. A leave of absence without pay or increment of up to one (1) year will be granted for the purpose of caring for a member of the Principal's immediate family who is ill and requires care provided that the Principal delivers to the Superintendent evidence satisfactory to the Superintendent that it is necessary for the Principal requesting the leave of absence to care for the ill person. After five (5) years of continuous employment in the District, the Principal may be granted a leave of absence without pay, for up to one (1) year for health reasons. Requests for such leave will be supported by appropriate medical evidence. Other leaves of absence without pay may be granted by the Superintendent. All benefits to which the Principal was entitled at the time his/her leave of absence commenced, including unused accumulated sick leave, will be restored to he/she upon his/her return. Upon his/her return from a leave of absence described above, the Principal

will be assigned to the same position he/she held at the time his/her leave commenced, if available, or if not, to a substantially equivalent position. A request for an extended leave pursuant to the provisions of this paragraph cannot exceed the term of employment remaining under this Agreement. Under no circumstances shall a leave be considered to have extended the term of this Agreement as provided by Paragraph 3 above.

- j. Jury Duty: If the Principal is required to serve on jury duty and thus absent from regular work duty shall, upon application, be paid the difference between regular compensation from the District and compensation received for jury duty upon presentation of certification of compensation paid by the Court.
- k. Retirement: The District shall annually contribute one-thousand five hundred dollars (\$1,500) to a 403(b) plan for the Principal for each year of the contract. Such payment shall be made 90 days after original date of hire and on or before February 1 of each subsequent year. The Principal shall establish a 403(b) account a minimum of 30 days prior to payment from the Districts list of approved 403(b) providers.
- l. Workers' Compensation Benefits: When the Principal is absent from work as a result of personal injury arising out of and during the course of his/her employment, the Superintendent agrees that the provision of M.G.L. c.152, S69 (Workers' Compensation Benefits) providing for benefits to employees and their dependents in the event of incapacity or death arising out of employment shall be, and hereby are, accepted and applied to the Principal.
- m. Pre-Tax Deductions: Pursuant to Section 125 of the Internal Revenue Code, the School District shall establish a plan allowing pre-tax deduction of an employee's share of health and life insurance premiums effective July 1, 1992. The School District has the exclusive right to supplement, amend or modify the plan. The implementation and administration of the plan shall be the sole responsibility of the School District and the acts of the plan administrator in doing so are not grievable or subject to arbitration.
- n. Academic Freedom: The private and personal life of the Principal is not within the appropriate concern or attention of the Superintendent except if it may interfere with the Principal's responsibilities to and relationships with students and/or the District. The Principal will be entitled to full rights of citizenship and no religious or political activities of the Principal (provided such activities do not take place during his/her working hours) or the lack thereof will be grounds for any discipline or discrimination with respect to the professional employment of the Principal. Any written complaint will be brought to the Principal's attention within two (2) weeks.
- o. Dues and Fees: The Superintendent shall provide membership for appropriate local, state and national associations.
- p. Personal Property: On a case by case basis, as determined by the Superintendent, the Principal will be reimbursed for damage to or loss of personal property which occurs in the course of and as a result of his/her employment. Reimbursement hereunder shall not exceed two-hundred dollars (\$200) and will be granted only where both the amount of damage and the actual record of such damage are verified by receipt, work order, or other verification acceptable to the Superintendent.
- q. Indemnification: The District will provide indemnification for the Principal while acting within the scope of his/her employment as required by the provisions of M.G.L. Chapter 41, Section 1000. In the event that criminal or civil proceedings are brought against the Principal alleging that he/she committed an assault while acting within the scope of his/her employment and the employee is thereafter found not guilty or the proceedings are thereafter dismissed without trial, the District will reimburse the employee for the reasonable cost of his/her defense including the reasonable fee of an attorney, provided that the employment of such attorney shall have been approved by the Counsel for the District and provided further that the selection of an attorney and the defense of said action or claim complies in all respects with the provisions of M.G.L. Chapter 41.
- r. Business Leave: Up to five (5) days with pay per year for consultation or professional writing.
- s. Disability Insurance: The Superintendent will provide annual disability insurance in an amount not to exceed one-thousand dollars (\$1,000) towards an annual premium.

RETIREMENT PLAN

- 10. Retirement compensation shall be provided as described in Massachusetts General Laws, Chapter 32,

Section 2.

EXPENSES AND TRAVEL

- 11. The Superintendent shall compensate the Principal for all expenses reasonably incurred in the performance of his/her duties under this contract, such as, but not limited to, cost of transportation and attendance at appropriate local, state and national meetings and conferences. An amount not to exceed two-thousand dollars (\$2,000) per year shall be provided for appropriate conference(s) and/or course work. No additional compensation shall be provided hereunder unless specifically approved by the Superintendent. The District shall compensate the Principal the amount of one-hundred fifty dollars (\$150) monthly for work-related travel.
- 12. The Principal may accept speaking, writing, lecturing or other engagements of a professional nature as he/she sees fit which will enhance the Principal's relations with the community, provided these engagements do not derogate from, or interfere with, the full performance of his/her duties as Principal. The Superintendent reserves the right to review any outside engagements entered into by the Principal and to require the cessation of such activities as he/she sees fit in the interest of the District.

COMPLETE AGREEMENT

- 13. This agreement embodies the whole Agreement between the Superintendent and the Principal, and there are no inducements, promises, terms or obligations made or entered into by either party other than those contained herein. The contract may not be changed except by a writing duly signed and authorized by the parties hereto.

INVALIDITY

- 14. If any paragraph or part of the 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 hereto have caused this instrument to be executed

this _____ day of _____ 2021.

Superintendent of Schools Date

Principal, _____ Date