

# FRANKLIN COUNTY TECHNICAL SCHOOL

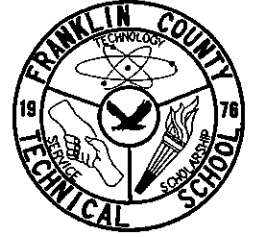
82 Industrial Boulevard

Turners Falls, Massachusetts 01376

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Richard J. Martin  
Superintendent



Contract year: July 1, 2015 – June 30, 2018

## Contract of Employment

### Between the Franklin County Technical School District Committee and the Superintendent

The Franklin County Technical School District Committee, hereinafter referred to as the "Committee," and [REDACTED], hereinafter referred to as the "Superintendent" . . . .

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

1. Term The Committee hereby agrees to employ [REDACTED] as Superintendent to the Franklin County Technical School District; and the Superintendent hereby accepts full-time twelve month per year employment. The contract shall expire on June 30, 2018 unless it is terminated earlier or extended as provided herein.

Notice of the School Committee's intent to terminate the contract upon expiration thereunder must be given by certified mail, return receipt requested, to the Superintendent at his address of record at least (120) days prior to the anniversary date of this contract.

2. Compensation The Superintendent shall be paid a base salary of \$140,570 for the third year of a three year contract, plus a lump sum retireable longevity payment of \$1,700, for a total of \$142,270.

The parties shall meet at least (90) days prior to the commencement of the new fiscal year in order to re-negotiate salary, benefits and compensation to be paid to the Superintendent in the new fiscal year.

3. Sick Days The Superintendent will be granted sick leave with full pay for 20 working days per fiscal year. Four personal leave days per year will be allowed with the unused days added to Sick Leave at the end of the fiscal year. The Superintendent can be a member of the Sick Leave Bank.

4. Vacation Five (5) weeks' vacation, exclusive of legal holidays, plus any carry-over from the previous year.

5. Vacation Buy-Back A per diem buy back of all unused vacation time based on a 225 day per diem rate with a maximum buy back of (10) days per fiscal year may be exercised by the Superintendent based on a 225 day per diem rate. A per diem buy-back of all unused vacation time at the time of retirement, based on compensation that includes both salary and contributions by the district to an annuity, if any, using a 225 day per diem rate.

6. Professional Dues The following organizational dues shall be paid by the Committee: MASS and MAVA.

- 7. Duties & Evaluation As outlined in the Committee By-Laws, Policy, and the Superintendent's position description. The procedure for evaluation is to be mutually agreed upon as the D.E.S.E. Evaluation System.
- 8. Licensure The Superintendent shall hold a valid and appropriate license as mandated by MGL Chapter 74, and the regulations of the Massachusetts Department of Education/Massachusetts Association Superintendent's Induction Program fees.
- 9. State Retirement The Superintendent shall be a member of the Teacher's Retirement System, as required by MGL Chapter 32, Section 2.
- 10. Fringe Benefits All hospitalization insurance, medical insurance, additional life insurance, sabbatical leave, retirement, and all other benefits shall be based upon the practices and contribution ratios as defined in the Administrative Personnel Handbook.
- 11. Termination of Employment As stipulated in accordance with MGL Chapter 71, Section 41.
- 12. Entire Agreement This contract embodies the whole agreement between the Committee and the Superintendent, and all terms and conditions are contained herein. This contract may not be changed or altered in any way except by the signed, mutual agreement of the parties; however, if any section or part of this Contract is found to be contrary to law, it shall not effect the remainder of the Contract and the remainder shall be binding and effective against both the Committee and the Superintendent.

IN WITNESS WHEREOF, the parties hereto have signed this AGREEMENT, and another of the like tenor, on the date indicated below, and in accordance with the authorizing vote of the Committee cast of accepting the terms of this Contract.

FRANKLIN COUNTY TECHNICAL SCHOOL DISTRICT COMMITTEE

7/12/17  
DATE

BY:   
RICHARD J. KUKLEWICZ, CHAIRMAN

7/12/17  
DATE

BY:   
SUPERINTENDENT

