

[REDACTED]

PRINCIPAL

Contract of Employment

THIS AGREEMENT, made as of August 8, 2016, by and between the Superintendent and [REDACTED] hereinafter referred to as the [REDACTED] and [REDACTED] hereinafter referred to as the "Principal".

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

1. **EMPLOYMENT:** The SRSD hereby employs [REDACTED] as Principal of the [REDACTED] and the Principal hereby accepts employment on the following terms and conditions:

2. **TERM:** The Principal shall be employed for a three-year period commencing July 1, 2016, through June 30, 2019.

3. **COMPENSATION:** The [REDACTED] shall pay the Principal at a salary no less than 1.40 times and no greater than 1.60 times the rate of the highest-paid teachers' salary, effective July 1st of each year of the contract. It is agreed and understood between the parties that salary increments shall be considered annually following evaluation of the Principal by the Superintendent or his designee on or before April 1st of each year. If the [REDACTED] decides to renew the contract, it shall commence negotiating with the Principal on or before April 1, 2019, for the new terms of employment to commence after the term of this Agreement.

4. **TERMINATION:** Neither party may terminate this contract before the term of service has expired, unless by mutual consent of both parties, except as provided in Section 10 of this contract.

5. **DUTIES:** The Principal shall perform faithfully, to the best of his ability, the duties of Principal, and shall serve as determined by the policies and job descriptions as approved by the [REDACTED]

6. **FRINGE BENEFITS:** The Principal shall be entitled to all insurance (medical, hospital and life) benefits and all other fringe benefits currently available to other professional personnel, such benefits not to reduce benefits expressly provided for in this contract or to be agreed upon in the future.

7. **INDEMNIFICATION:** The Committee agrees to indemnify, defend, and save harmless the Principal, consistent with the requirements of Mass. Gen. L. Ch. 258, against any tort, professional liability claim, or demand, or other legal action, whether groundless or otherwise, arising out of an alleged act or omission occurring in the performance of [REDACTED] duties as Principal other than for claims caused by the grossly negligent, willful or malicious misconduct of [REDACTED] in the maximum amount permitted by law. This clause shall survive the termination of this agreement.

8. **ANNUAL VACATION:**

- a. The Principal shall receive twenty-two and one-half (22.5) working days as annual vacation as earned by time and service, exclusive of legal holidays.
- b. After ten (10) years of service in this position he shall receive two and one-half (2.5) additional vacation days for a maximum of twenty-five (25) vacation days.

c. Vacation time shall be cumulative to forty (40) days. At the end of the fiscal year, up to five (5) unused vacation days may be paid to the Principal at the contractual rate of the year in which the vacation day(s) were earned.

9. **SICK LEAVE:** The Principal shall be entitled to sick leave in an amount equal to, but not in excess of eighteen (18) days of sick leave for each year of this contract or any extension hereunder. Unused sick leave shall be cumulative up to 165 days.

10. **PERFORMANCE:** The Principal shall fulfill all aspects of this contract. Any exceptions thereto shall be by mutual agreement between the [REDACTED] and the Principal in writing. Failure to fulfill all aspects of this contract or a serious violation of the Policies and Procedures contained in the Employee Handbook shall constitute a breach of contract.

11. **CERTIFICATE:** The Principal shall furnish and maintain throughout the term of this contract a valid and appropriate certificate qualifying him to act as a Principal of a school district in the Commonwealth of Massachusetts as required by M.G.L., Chapter 74 Regulations (revised) by Chapter 731 of the Acts of 1987.

12. **PROFESSIONAL ACTIVITIES:** The Principal may accept speaking, writing, lecturing or other engagements of a professional nature provided they do not derogate from his duties as administrator, and such activities do not conflict with schedule, priorities and activities established by the [REDACTED]

13. **ENTIRE AGREEMENT:** This contract or any mutually agreed additions to it embodies the whole Agreement between the [REDACTED] 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 except by writing signed by the party against whom enforcement thereof is sought.

14. **INVALIDITY:** If any paragraph, part of, or rider to this Agreement is invalid, it shall not affect the remainder of said Agreement, but said remainder shall be binding and effective against all parties.

15. **EXECUTION:** This Agreement shall be executed in two counterparts, each of which shall be deemed to be an original, and both of which taken together shall be deemed one and the same instrument.

IN WITNESS THEREOF, the parties have hereunto signed and sealed this Agreement and a duplicate thereof this 8th day of August in the year 2016.

[REDACTED]

BY: [REDACTED]

8/8/16
Date

8/8/16
Date