

SOUTH SHORE REGIONAL SCHOOL DISTRICT

EMPLOYMENT AGREEMENT

AGREEMENT made effective the 1st day of July 2014, by and between the South Shore Regional School District, hereinafter called "The School", and Mark J. Aubrey, hereinafter called the "Employee."

1. The School hereby employs the Employee and the Employee hereby accepts employment upon the terms and conditions hereinafter set forth.
2. Term: Subject to the provisions for termination hereinafter provided, the term of this Agreement shall be a base period of three (3) years commencing on July 1, 2014, and ending on June 30, 2017.
3. Compensation: For all services commonly rendered by a person filling a position of Assistant Principal. The School shall pay bi-weekly the annual rate for said position. Any salary increases not outlined in this agreement will be determined following an annual evaluation and after the close of the school year.
4. The Employee agrees to perform his/her duties and responsibilities in accordance with the laws of the State of Massachusetts and the rules and regulations and directives established by the School Committee and/or the Superintendent.
5. Further, the Employee shall furnish and maintain throughout the term of this contract a valid, appropriate Massachusetts certificate/approval qualifying him/her to serve in the capacity assigned.
6. Work year: Teacher work year (182 days) plus twenty-five (25) days. Total work year 207 days.
7. Benefits: *Note: Benefits provided will not be, in any instance or category, less than that which is provided in the teacher contract.*
 - a) Leaves: All leave benefits accruing to teachers shall be afforded to the Employee.
 - b) Holidays/Unscheduled Time: All holiday closing of schools shall be considered as unscheduled time.
 - c) Life Insurance: The Employee shall be entitled to life insurance coverage equal to that provided teaching personnel.
 - d) Health Insurance: The Employee shall be entitled to health insurance coverage equal to that provided teaching personnel.
 - e) Sick Leave – 15 days per year, totally cumulative.
 - f) Sick Leave Bank – Employee shall be eligible to enroll in Confidential Secretaries/Administrative Staff Sick Leave Bank.
 - g) Personal Days – Three (3) personal days per year, not cumulative.
 - h) Other benefits: The Employee shall receive mileage reimbursement and other insurance equal to no less than that provided teachers.
8. Conferences, etc.: Attendance at conferences, conventions, educational meetings and/or visitations to educational or other beneficial establishments shall be granted to the Employee with the approval and at the discretion of the Superintendent. Expenses incurred at any of such meetings or

conferences shall be reimbursed by The School, provided, however, said expenditures were also approved in advance. Expenditures in this regard may not, under any circumstances, exceed the amount budgeted for this purpose.

9. Graduate Course Work: Successful completion of graduate level coursework (matriculated or "free standing") shall be reimbursed with a total maximum limit of \$1,000 per course. It is agreed that the District will fully pay for coursework and expenses for those courses to which it sends the Employee at the initiative of the Superintendent-Director.
10. Longevity: Upon attainment of years of service in the District, the annual salary of the Employee will be incrementally increased according to the following table:
 - a) 5-9 years of service\$750 annual longevity bonus
 - b) 10-14 years of service\$1,500 annual longevity bonus
 - c) 15-19 years of service\$2,000 annual longevity bonus
 - d) 20-24 years of service\$2,500 annual longevity bonus
 - e) 25+ years of service\$2,700 annual longevity bonus
11. Any complaints regarding the Employee by a parent or teacher or any other person will be promptly called to the attention of the Employee.
12. No anonymous letter or material shall be placed in the file of the Employee. The Employee shall be provided with a copy of all signed material. The Employee shall have the opportunity to rebut any allegations contained in such material and such rebuttal shall become a part of the Employee's file. The Employee shall have the right to examine his/her file periodically, upon request.
13. During the term of this agreement, or any renewal thereof, the Employee shall not be disciplined, reprimanded, reduced in rank or compensation, or deprived of any rights granted by The School herein and/or State Law, without good cause. There will be a minimum of 60 days notification if contract is not being renewed.
14. This Agreement constitutes the entire agreement between the parties and may not be amended or modified except by a writing signed by each of the parties hereto, except by statute.
15. Invalidity or unenforceability of any provision hereof shall in no way affect the validity or enforceability of any other provision.
16. APPROVED SALARY:

2014-2015	<u>\$97,154</u>
2015-2016	TBD
2016-2017	TBD
17. Negotiations around the employment agreement language will be reopened prior to June 30, 2017 in preparation for 2017-2018 upon mutual agreement of the employee and the Superintendent-Director.

IN WITNESS WHEREOF, the parties have executed this Agreement the day and year first above written.

SOUTH SHORE REGIONAL SCHOOL DISTRICT

BY: Mark J. Aubrey 6-9-14
Employee Date

Thomas J. Welby 6-6-14
Superintendent-Director Date