

SHREWSBURY PUBLIC SCHOOLS
100 MAPLE AVENUE
SHREWSBURY, MASSACHUSETTS 01545

CONTRACT FOR EMPLOYMENT

This contract is made July 1, 2017 between the Shrewsbury Public Schools, hereinafter referred to as the "Employer", and _____, hereinafter referred to as the "Principal". In consideration of the promises herein contained, the parties hereto mutually agree as follows:

1. Employment: The Employer hereby agrees to employ _____ as Principal of _____ School and the Principal agrees to accept employment on the following terms and conditions:
2. Terms of Agreement: The term of the contract for the Principal shall commence on July 1, 2017 and continue through June 30, 2020.
3. License: _____ shall furnish and maintain during the term of this agreement a valid and appropriate license qualifying him to act in his position as required by G.L. c. 71, §41 of the Acts of 1993.
4. Compensation: Effective July 1, 2017, the Principal shall have an annual salary of \$ _____. The schedule of pay periods shall be in accordance with the School Department's uniform payroll plan. Compensation will be reviewed before the second year of this contract.
5. Work Year and Day: The work year for _____ will be 215 days (the amount of regular teacher days with the balance of the 215 contracted time to be assigned by the Superintendent). The Principal shall work the number of hours necessary to perform all the duties and responsibilities of his position. The Principal may work an additional ___ per diem days at the principal's discretion
6. Duties: _____ is engaged by the Employer as a Principal and shall faithfully perform all the duties and responsibilities as defined by G.L. c.71, in particular but not limited to §41, §42, §59 and any regulations promulgated thereunder. In addition, the Principal shall carry out any and all duties and responsibilities assigned to him or expected of him by the Superintendent of Schools or pursuant to the policies, procedures, practices, or regulations of the Employer. Other activities of a professional nature may be authorized during normal business hours at the sole discretion of the Superintendent.
7. Termination, Demotion, and Suspensions: In the event that the 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. This Agreement shall be subject to the specific provisions of G.L. c.72, which governs decisions, procedures, and avenues of recourse relative to the re-appointment, discipline and termination of principals. Nothing in this Agreement shall be deemed to add to, modify or derogate from such statutory provisions.
8. Fringe Benefits: The Principal shall be entitled to the following fringe benefits:

- a. Health and Insurance: The Principal shall be eligible for health and life insurance benefits that are accorded to teachers in the School Department of the Town of Shrewsbury.
- b. Sick Leave: The Principal shall be allowed _____ of sick leave per year. The Principal may accumulate sick leave from year to year to a maximum of _____ days. The Principal shall be allowed to utilize his accrued sick leave for absence on workdays due to personal illness, injury or accident. The Principal may utilize up to five (5) days of his accrued sick leave per year to care for sick members of his immediate family. In cases where the circumstances would qualify for FMLA Leave, an additional three (3) days may be utilized. The Principal shall participate in the Long-Term Disability Program of the Shrewsbury Public Schools, provided he meets the requirements of the insurer. Long-term disability provides compensation insurance for temporary or permanent disability, effective with the 91st calendar day of disability. The cost of the premium will be paid for by the Shrewsbury Public Schools.
- c. Personal Leave: The Principal shall be allowed three (3) days of personal leave per year to be used for personal, religious, legal, business, household, medical or family matters which require the Principal to be absent.
- d. Bereavement Leave: Up to _____ school days at any one time in the event of death in the immediate family. Immediate family is construed to include only parent, parent-in-law, grandparent, grandchild, wife, husband, domestic partner, child, stepchild, brother or sister, or person residing in the immediate household as approved by the Superintendent of Schools. _____ days shall be provided in the event of the death of a brother-in-law or sister-in-law. _____ days shall be provided in the event of a death of a niece or nephew. _____ day shall be provided in the event of the death of an extended family member not listed above. If needed, additional bereavement days may be requested and granted at the discretion of the Superintendent of Schools.
- e. Temporary Leaves of Absence with Pay: The Principal will be granted time necessary for appearances in any legal proceeding connected with the Administrator's employment or with the school system, upon the approval of the Superintendent of Schools.
- f. Jury Duty: The Principal required to perform jury duty shall be compensated in the amount of the difference between his regular pay (including stipends) and jury duty pay (exclusive of mileage).
- g. Other Leaves: Other leaves of absence may be granted by the Superintendent if, in the view of the Superintendent, said leaves are consistent with the goals and objectives of the Shrewsbury Public Schools. The Superintendent will also determine if a leave of absence is to be paid or unpaid. Paid leaves will be granted in consultation with the School Committee.
- h. Cell Phone Reimbursement: As a Principal, _____ is required to have a cell phone that meets certain requirements for data storage and

transmission. _____ will receive a monthly reimbursement of _____ from the Shrewsbury Public Schools for the use of his personal cell phone (_____ annually).

- i. Travel Mileage: The principal will be paid _____ per year automobile expenses in two equal payments, December and June, for school required travel within a radius of twenty (20) miles of Shrewsbury. Travel beyond the twenty (20) mile radius will be reimbursed at the system wide per mileage rate (measured from Shrewsbury) plus tolls and parking reimbursements.
9. Professional Development: The Principal shall be reimbursed for the reasonable expenses associated with attending conferences and meetings, subject to the prior approval of the Superintendent. The Superintendent, at his discretion, may also reimburse principals for professional courses up to _____ per year. It is the expectation of the Shrewsbury Public Schools that principals will be attentive to their continued professional development. Administrators who have completed two years of service in Shrewsbury shall be eligible for an annual tuition reimbursement of _____. (This will be in lieu of the _____ allocation normally available.) Participants must be in doctoral programs that are approved by the Superintendent of Schools. Participants must remain in good standing in their programs. Participants who receive reimbursements under this program must remain in the district for one year of service after the last year of reimbursement. Participants who resign from the Shrewsbury Public Schools prior to completing the required one year of service after the last year of reimbursement must repay the district the total amount of reimbursement funds received over the course of the doctoral program, less the standard _____ reimbursement provided to all principals for each year of the program (i.e. _____ per year of reimbursement). The Superintendent reserves the right to limit the number of years of an individual's participation in this program.
10. Goals and Objectives: Prior to October 31 of this year, the Principal and the Superintendent shall establish goals and objectives for the ensuing school year. These goals and objectives shall be reduced to writing and make up part of the criteria by which the Principal is evaluated by the Superintendent.
11. Evaluation: The Principal shall be evaluated by the Superintendent of Schools in a manner consistent with the Massachusetts Department of Elementary and Secondary Education Regulations on Educator Evaluation.
12. Entire Agreement: This Agreement embodies the entire agreement between the Employer 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. This Agreement may not be changed except by a writing signed by the party against whom enforcement thereof is sought. A waiver by the Employer of a breach of any provision of this Agreement shall not operate or be construed to be a waiver of any subsequent breach by the Principal. Further, this Agreement supersedes any other contract or agreement between the parties; such prior agreements are null and void upon execution of this Agreement.

13. Invalidity: If any paragraph 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.

That both parties are in agreement, they have both signed.

Superintendent of Schools

Date

Principal

Date