

CONTRACT FOR SUPERINTENDENT

AGREEMENT effective July 1, 2017 between THE ADAMS-CHESHIRE REGIONAL SCHOOL DISTRICT, Adams, Massachusetts (hereinafter District) and Superintendent, of 00 Road, Anytown, Massachusetts, 000000.

WHEREAS, District desires to employ Employee as its Superintendent of Schools for the 2017-2018 school year and Employee desires to accept such employment.

NOW, THEREFORE, the parties hereto, in consideration of mutual promises hereinafter set forth and for other good and valuable consideration, each to the other in hand paid, do agree as follows:

1. District does hereby employ Employee and he does accept such employment as Superintendent of Schools for the District for a period commencing July 1, 2017 and expiring on the June 30, 2018. This Agreement will terminate automatically and without need for further action by the parties at 5:00 PM on June 30, 2018.
2. Employee shall perform to the best of his ability the duties of the Superintendent of Schools for the District, as prescribed by the laws of the Commonwealth of Massachusetts and as assigned to him by the Adams-Cheshire Regional School District Committee (hereinafter School Committee); provided, however, that Employee, by agreement with the School Committee, may undertake consultative work, speaking engagements, writing, lecturing, teaching, or other professional committee service duties and obligations. In addition, he shall serve as secretary of the School Committee if so appointed. If requested by the Committee, Employee will provide reasonable transition assistance, not to exceed five (5) days, and employee will be paid a per diem rate on based his salary and a 260 day year for such assistance. The transition assistance shall occur within 30 days of the termination of this Agreement. Employee's agreement to provide transition will survive termination of this Agreement.
3. Employee's pay year shall be based on the fiscal year and he shall be paid be paid the sum of \$125,750 payable in equal installments, consistent with the District's policy governing payment of other professional staff employees.
4. The District, in recognition of Employee's responsibilities to travel within and without the District, agrees to pay to Employee the standard mileage rate effective for federal income tax purposes. Notwithstanding the foregoing, the District shall be obligated to reimburse Employee only if he submits a written claim for such reimbursement on such forms and within such time as the District may from time to time establish.
5. a. In the event that the Superintendent desires to terminate this contract before its term has expired, he may do so by giving at least ninety (90) days' written notice of his intention to the Chairman of the Committee.

b. This Agreement may be terminated at any time by the Committee, with or without cause.

6. Employee shall furnish, during the terms of this contract, a valid and appropriate certificate to act as Superintendent of Schools in the Commonwealth of Massachusetts.

7. If any part of this agreement is in conflict with law, such part shall be suspended and the appropriate mandatory provisions shall prevail, and the remainder of this agreement shall not be affected thereby.

8. Employee is entitled to the health insurances and annuity, leaves of absence, indemnification and injury in the course of employment benefits provided other District employees together with the benefits provided herein. With respect to health insurance, the District shall pay at the same rate as the District pays for its teachers even if during the term of this agreement the rate the District pays for teachers shall be less than it is as of the date of this agreement.

10. The School Committee shall establish District goals and objectives for the ensuing school year. Said goals and objectives shall be reduced to writing and be among the criteria by which Employee is evaluated.

11. Employee shall be evaluated in accordance with the evaluation systems and performance standards for the evaluation of administrators established by the District and consistent with applicable law.

12. Employee shall be entitled to 25 days vacation during each work year at times specified by Superintendent. Employee may, with prior approval of Superintendent, defer no more than 10 days of vacation to the next ensuing work year. Employee will not be compensated for any unused vacation days remaining at the end of a work year in excess of 10 days, any and all such days will be forfeited. Employee, when he has completed ten years of service as an administrator, shall be entitled to five additional days. Employee shall earn Vacation Days monthly at the rate of $N/12$ days per month. "N" shall be the number of vacation days Employee is entitled to for the year; fractional days shall be rounded, provided in no case shall Employee exceed the maximum number of vacation days set forth herein. Vacation days may be taken in advance of being earned with the prior approval of the Superintendent; provided if Employee's employment ends for any or no reason, and Employee has used unearned vacation days, Employee shall reimburse the District, for the used but unearned vacation days based on Employee's rate of compensation. During the academic year Employee shall not take more than 5 consecutive or 10 vacation days in a thirty day period.

13. The District shall provide and pay for a Disability Insurance Policy on Employee which shall provide after a 90-day elimination period 65% of salary for covered disability to age 65.

14. The School Committee expects Employee to continue his professional development, and expects him to participate in relevant learning experiences. Employee shall attend appropriate professional meetings at the local, state and national level: the expenses of which attendance, itemized in a form acceptable to the School Committee, shall be paid by the District, within budget limitations approved by the School Committee.

15. Employee shall have a mobile telephone with technological services and plan reasonably appropriate for the needs of the Superintendent, subject to approval by the School Committee. The District shall bear the cost for said phone and plan, upon the conclusion or earlier termination of this Agreement, Employee shall return the phone, but shall have the right to keep the number assigned to said phone. If necessary the District will assign said number to her.

IN WITNESS WHEREOF the parties have executed this agreement as of the date first above written.

Witnesses:

ADAMS-CHESHIRE REGIONAL
SCHOOL DISTRICT

By _____
School Committee Chairman

Superintendent