

**BERLIN-BOYLSTON REGIONAL SCHOOL DISTRICT  
PRINCIPAL OF BOYLSTON ELEMENTARY SCHOOL  
EMPLOYMENT CONTRACT**

Alfred Thompson and the Berlin-Boylston Regional School District enter into the following contract of employment of Alfred Thompson as the Principal of the Boylston Elementary School.

1. **EMPLOYMENT:** Alfred Thompson shall be employed for a three-year period of time commencing on July 1, 2021 through June 30, 2024, except as this Agreement may be otherwise extended by mutual agreement, or terminated, as provided in paragraph 9.

2. **COMPENSATION:**

**A. SALARY:** Effective July 1, 2021, Alfred Thompson shall be paid an annual salary of \$110,247. For FY23 (2022-2023) and FY24 (2023-2024), Mr. Thompson will receive a 3% increase based on a proficient evaluation rating. Thereafter, for each of the fiscal years when this contract of employment is in effect, Alfred Thompson and the Superintendent shall meet at least thirty days prior to the anniversary date of the contract for the purpose of renegotiating Alfred Thompson's salary with the understanding the annual salary negotiated will not be less than the annual salary received in the prior fiscal year, and also for the purpose of reviewing the working relationship between the Principal of Boylston Elementary School, the School Committee of the Berlin-Boylston Regional School District and the Superintendent of Schools.

In addition to Mr. Thompson's base salary, an annual stipend for travel expenses of \$1,000 will be provided during the period of this Agreement.

3. **WORK YEAR, LEAVE, AND BENEFITS:**

**A. WORK YEAR:** It is understood that the Principal's employment consists of 220 days, including all days that school is in session, except with prior approval of the Superintendent of Schools.

**B. SICK LEAVE:** Mr. Thompson will be eligible for fifteen (15) sick days per contract year. Sick days are automatically carried forward to the next contract year and are cumulative to a maximum of one hundred fifty (150) days. Mr. Thompson shall not receive compensation for unused sick days upon the expiration, termination, or cancellation of this contract.

**C. PERSONAL LEAVE:** Mr. Thompson shall be entitled to three (3) days of personal leave per contract year. Personal leave may not be carried forward to the next contract year except upon approval of the Superintendent. Mr. Thompson shall not receive compensation for unused personal days upon the expiration, termination, or cancellation of this contract.

**D. BEREAVEMENT LEAVE:** Mr. Thompson will be entitled to bereavement leave of up of five (5) consecutive working days in the event of the death of his spouse, mother, father, child, brother, sister, grandparent, grandchild, mother-in-law, father-in-law, brother-in-law, sister-in-law, or any other person living in his household. Mr. Thompson will also be entitled to one (1) day per fiscal year of bereavement leave to attend the funeral in the event of the death of any other relative or friend.

**E. HEALTH AND OTHER INSURANCE:** Mr. Thompson shall be entitled to all insurance benefits which are available to other professional personnel in the Berlin-Boylston Regional School District during the duration of this contract and are in accordance with the terms and conditions of the Berlin-Boylston Regional School District and its insurance carriers, which may be modified from time to time.

**F. LONGEVITY:** A longevity increment will be accorded to Mr. Thompson as stated in the longevity schedule for professional contractual personnel as agreed on September 3, 1997: after 10 years \$750; after fifteen years \$1,500; after twenty-five years \$2,000.

4. **PROFESSIONAL DEVELOPMENT FUNDS & MEMBERSHIP DUES:** The Boylston School District shall make available professional development funds and membership dues not to exceed \$2,000 annually, which may be used by Mr. Thompson to pay for his participation in courses, seminars, and other professional memberships, excluding doctoral coursework which is outlined below, which serve to enhance his performance and skills subject to the prior approval of the Superintendent. The Berlin-Boylston Regional School District may pay directly to the vendor or to Mr. Thompson through reimbursement, with appropriate documentation and approval of the Superintendent. Monies from such professional development funds and memberships may also be used at Mr. Thompson's discretion to pay for special travel expenses, which may arise in connection with such professional activities.

Mr. Thompson will be eligible for biennial participation in a national conference covered by the district outside of typical professional development lines. Additionally, \$2,500 will be set aside through the budget for additional coursework towards a doctoral degree.

5. **PROFESSIONAL ENGAGEMENT AND CONSULTATIVE WORK:** Mr. Thompson may, upon the prior approval of the Superintendent, undertake and accept compensation for speaking, writing, and lecturing engagements and any other engagements of a professional nature and consultative work outside the Berlin-Boylston Regional School District; provided however, that none of such engagements or consultative work shall derogate from his duties as Principal of the Boylston Elementary School.

6. **DUTIES:** Alfred Thompson shall serve as Principal of Boylston Elementary School, and he shall be responsible for administering the affairs of the school district as identified in the Principal job description, and/or as directed by the Superintendent.

7. **EVALUATION:** Mr. Thompson shall be evaluated on an annual basis by the Superintendent. The Superintendent will prepare an evaluation report in accordance with the evaluation instrument recommended through the Massachusetts Educator Evaluation System. Mr. Thompson shall have the right to prepare a response to said evaluation report if he so wishes. Mr. Thompson shall meet to discuss this evaluation with the Superintendent of Schools.

8. **CERTIFICATE:** Mr. Thompson hereby represents to the Superintendent that he is currently certified to serve as Principal pursuant to the laws of the Commonwealth of Massachusetts and the Rules and Regulations of the Commissioner of Education and the Massachusetts Department of Elementary and Secondary Education, and that he shall maintain, throughout the term of this Agreement, a valid and appropriate certificate or license qualifying him to

serve as a Principal in a school district in the Commonwealth of Massachusetts, as required by law. Failure to maintain said certificate may result in immediate termination from employment.

9. **TERMINATION AND NON RENEWAL:**

**A. VOLUNTARY RESIGNATION:** In the event that Mr. Thompson desires to resign or otherwise terminate his employment before the expiration date of this Agreement, he shall give the Superintendent at least sixty (60) days' prior written notice of his intent to resign/terminate his employment with the District. Both parties may by mutual consent reduce the prior written notice time period of the intent to resign/terminate employment.

**B. DISMISSAL DURING THE TERM OF EMPLOYMENT CONTRACT:** The Superintendent shall provide written notice before dismissing Mr. Thompson. If Mr. Thompson's employment is terminated at any time prior to the expiration of this Agreement, his remuneration, including, but not limited to all compensation and benefits provided by this Agreement shall cease as of the effective date of such termination.

This Agreement may be terminated prior to the expiration date of the Agreement for good cause, for financial exigencies, and/or due to a reorganization. In the case of financial exigencies and/or reorganization, the Superintendent may terminate the Agreement, cause a reduction of the workday or work year, or demote Mr. Thompson to a less skilled position. If the workday or work year is reduced, there will be a corresponding proration of the salary to reflect the changed workday or work year. In the event of a demotion, the parties will negotiate the salary rate of the new position. In the event Mr. Thompson is no longer required to perform certain duties or is required to perform other duties in its place, the parties will negotiate the salary rate and duties of the new/modified position.

**C. NON-RENEWAL:** In the event that the Superintendent intends not to renew the contract upon its expiration, a notice shall be sent by certified mail return receipt requested to Mr. Thompson at his home address at least ninety (90) calendar days prior to June 30, 2024. Good cause is not required in the event of a non-renewal.

10. **ENTIRE AGREEMENT:** This Agreement contains the whole agreement between the Superintendent and Mr. Thompson. There have been no inducements, promises, terms, conditions, or obligations made or entered into by either party other than those set forth herein. No modification of or addition to this Agreement shall be effective unless and until set forth in writing and signed by the parties.

11. **SEVERABILITY:** If any term(s) or provision(s) of this Agreement are held to be invalid or unenforceable for any reason by a court of competent jurisdiction, the validity and enforceability of the remaining terms and provisions shall not be effected, and such invalid and/or unenforceable term(s) and/or provision(s) shall be modified to the extent necessary to make it or then enforceable.

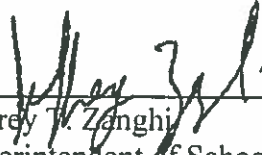
12. **GOVERNING LAW:** This Agreement shall be interpreted, enforced, governed and construed under and in accordance with the laws of the Commonwealth of Massachusetts.

13. **COUNTERPARTS:** The Agreement shall be executed in three counterparts, each of which shall be deemed to be an original and all of which taken together will be deemed one and the same instrument.

IN WITNESS WHEREOF, the parties have signed and sealed this Agreement as of the 12 day of April, 2021.



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Alfred Thompson  
Principal, Boylston Elementary School



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Jeffrey T. Zanghi  
Superintendent of Schools