

**CONTRACT OF EMPLOYMENT BETWEEN
THE IPSWICH SCHOOL DISTRICT**

AND

NAME OF EMPLOYEE

THIS AGREEMENT is made as of the day of , 2016 between the Ipswich School District, hereinafter referred to as the "District", and **NAME OF EMPLOYEE**, hereinafter referred to as the "PRINCIPAL".

In consideration of the mutual promises contained herein and other good and valuable consideration, the receipt of which is hereby acknowledged, the parties hereto agree as follows:

1. EMPLOYMENT: The District hereby employs **NAME OF EMPLOYEE** as Principal in the Ipswich Public Schools and **NAME OF EMPLOYEE** hereby accepts employment as a Principal in the Ipswich Public Schools, subject to the terms and conditions hereinafter provided.

2. TERM:

A. This Agreement shall commence July 1, 2016 and shall end June 30, 2019.

B. The Principal shall notify the Superintendent, in writing, on or before March 1, 2019 as to his/her desires concerning a new contract.

C. The Superintendent, on or before April 15, 2019 shall notify the Principal, in writing as to whether or not the Superintendent wishes to commence discussions for a successor contract. Failure of the Superintendent to give such notice shall be considered the same as notice by the Superintendent that he/she does not wish to commence discussions for a successor contract. In such event, this Agreement shall terminate, as hereinbefore provided, on June 30, 2019, and as of such date the Principal's employment shall terminate.

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D. In the event the Superintendent and the Principal give notice indicating their desire to commence discussions for a successor contract, the parties hereto shall meet and shall attempt to conclude discussions by June 30, 2019.

E. Anything contained herein to the contrary notwithstanding, this contract will automatically terminate on June 30, 2019, (and the Principal's employment shall terminate at such time) unless otherwise agreed upon in writing by the parties herein.

3. COMPENSATION

The District agrees to pay the PRINCIPAL, in consideration of the faithful, diligent and competent performance of his/her duties and responsibilities as provided herein, the job description attached hereto, and the statutes and regulations of the Commonwealth, at the following annual rate of pay:

- A. Effective 7/1/2016-6/30/2017: TBD
- B. Effective 7/1/2017-6/30/2018: To be determined by Superintendent in accordance with School Committee policy.
- C. Effective 7/1/2018-6/30/2019: To be determined by Superintendent in accordance with School Committee policy.
- D. The salary shall be payable biweekly.

4. TRANSFER AND ASSIGNMENT

The PRINCIPAL is hereby assigned to the Ipswich Middle School. The Superintendent of Schools may, after consultation with the PRINCIPAL, transfer or assign the PRINCIPAL to another comparable position within the School District.

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5. DUTIES AND RESPONSIBILITIES:

The PRINCIPAL shall be the educational administrator and manager of his/her school and shall supervise the operation and management of his/her school, subject to the supervision and direction of the Superintendent, or his/her designee.

The PRINCIPAL shall diligently, faithfully and competently perform the duties and responsibilities imposed upon or required of the PRINCIPAL under:

- A. The statutes of the Commonwealth including, without limitation, M.G.L. Chapter 71, as amended by the Education Reform Act; and
- B. The job description attached hereto (Attachment A); and
- C. The policies of the School Committee; and
- D. The Schools' annual improvement goals; and
- E. Regulations of state agencies; and
- F. Directives of the Superintendent of Schools or his/her designee; and
- G. The provisions of this Agreement.
- H. The PRINCIPAL'S individual goals as established by the PRINCIPAL and/or the Superintendent or his/her designee.

6. WORK DAY - WORK YEAR:

- A. Work Day

The PRINCIPAL recognizes that the proper performance of his/her duties and responsibilities will require the PRINCIPAL to work longer than the school day and that his/her duties and responsibilities are not confined to prescribed hours.

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B. Work Year

The PRINCIPAL's work year shall be a twelve (12) month work year.

7. DISMISSAL, DEMOTION, OR SUSPENSION:

The Superintendent may suspend, demote or dismiss the Principal during the term of this Agreement, or any extension or renewal thereof for good cause, in accordance with the provisions of M.G.L. Chapter 71, Sections 41 and 42D.

Good cause, as used herein, shall mean any ground which is not arbitrary, irrational, unreasonable, in bad faith, or irrelevant to the sound operation of the school system.

It is expressly understood and agreed that the non-reappointment of the Principal by the District upon the expiration of this Agreement, or any renewal or extension thereof, shall not be considered a dismissal. The requirements of M.G.L. Chapter 71, Section 41 shall not be applicable in such circumstances.

8. CERTIFICATE:

The PRINCIPAL shall furnish to the Superintendent and maintain throughout the term of this contract a valid and appropriate certificate qualifying him/her to act as a Principal in the Commonwealth.

9. PROFESSIONAL ACTIVITIES:

The PRINCIPAL may accept speaking, writing, lecturing or other engagements of a professional nature as he/she sees fit, provided they do not interfere with or derogate from his/her duties as PRINCIPAL and he/she has the prior written approval of the Superintendent of Schools.

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10. STATE RETIREMENT ASSOCIATION: The PRINCIPAL shall be a member of the Teachers' Retirement System as required by Mass. General Laws, Chapter 32, Section 2.

11. EVALUATION:

The Superintendent, or his/her designee, shall evaluate the performance of the Principal each contract year during the term of the Agreement and shall meet with the PRINCIPAL on or before June 30 of each year to discuss such evaluation.

The PRINCIPAL shall be given a copy of the evaluation and shall be afforded the opportunity to submit a written response thereto.

12. BENEFITS:

A. The PRINCIPAL shall be eligible for the benefits provided in the document of the Ipswich School Committee entitled "Policy Statement - Benefits of Administrators" (Currently under review. Any and all policy changes will be retroactively applied to this contract) subject to the terms and conditions provided therein. A copy of said document is attached hereto as attachment B.

13. ENTIRE AGREEMENT:

This contract embodies the whole agreement between the Ipswich School District 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 supersedes all prior Agreements between the parties. This Agreement may not be changed except by agreement in writing signed by all parties.

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14. INVALIDITY:

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

IN WITNESS WHEREOF, the parties have hereunto signed and sealed this Agreement and duplicate thereof this day of 2016.

IPSWICH SCHOOL DISTRICT

By: _____

NAME OF EMPLOYEE

By: _____

William I. Hart
Superintendent of Schools

ATTACHMENT A

JOB DESCRIPTION

(Current Job Description Must Be Modified)