

**EMPLOYMENT AGREEMENT
HULL HIGH SCHOOL PRINCIPAL
WITH
HULL PUBLIC SCHOOLS**

This agreement, to be effective July 1, 2021, is made between the Hull Public Schools through its Superintendent of Schools, hereafter referred to as the “Superintendent”, and [REDACTED], hereafter referred to as the “Administrator.” In consideration of the promises herein contained, the parties hereto mutually agree as follows:

1. **Employment:** The Superintendent hereby appoints [REDACTED], as Hull High School Principal and the Administrator hereby accepts the employment on the following terms and conditions:
2. **Term:** This Agreement shall be for the term beginning on July 1, 2021, and ending on June 30, 2024.
3. **Evaluation:** The performance of the Administrator will be evaluated by the Superintendent/designee in writing at least once a year.
4. **Compensation:** The administrator shall be paid in consideration of the faithful, diligent and competent performance of her duties and responsibilities as Principal. Compensation for the term of this contract is as follows:

July 1, 2021 - June 30, 2022	\$133,455
July 1, 2022 - June 30, 2023	TBD
July 1, 2023 - June 30, 2024	TBD

5. **Termination:** In the event that the Administrator desires to terminate this contract before the term expires, she may do so by giving a one hundred twenty (120) day written notice of her intention to the Superintendent or by mutual agreement. Where good cause exists, the Superintendent may dismiss, demote, or suspend the Administrator in accordance with the procedures set forth in Massachusetts General Laws, Chapter 71, Sections 41 and 42D.
6. **Duties:** The Administrator shall perform faithfully, to the best of her abilities, the duties of the Hull High School Principal as specified in the job description attached hereto and hereby included as part of this agreement. It is understood that the Administrator will expend the time and effort necessary for the position and the attainment of the goals and purposes of the Hull Public Schools.
7. **Certification:** The Administrator shall furnish and maintain throughout the term of this contract a valid and appropriate certification qualifying her, to act as the Hull High School Principal as required by Massachusetts General Laws, Chapter 71.
8. **Other Activities:** The Administrator may undertake and engage in consulting work, accept speaking, writing, lecturing and other engagements of a professional nature as she deems appropriate for which she is paid, with the advance approval of the Superintendent providing that it does not interfere with the performance of her duties as Hull High School Principal.

9. **State Retirement System:** The Administrator shall be a member of the Massachusetts Retirement System (MTRS).
10. **Sick Leave:** The Administrator is entitled to fifteen (15) days paid sick leave in each year of this contract. All unused sick leave, may be accumulated up to a maximum of 240 days. Additional sick leave or other leave may be granted at the discretion of the Superintendent.
11. **Bereavement Leave:** Funeral Leave may be granted on the death of a member of the Administrator's immediate family up to a maximum of five (5) days, not to be deducted from sick leave. Immediate family is defined as: Mother, Father, Spouse/Companion, Son, Daughter, Step-son, Step-daughter, Brother, Sister, Son-in-law, Daughter-in-law, Grandchild, Grandparent, Mother-in-law, Father-in-law, or relative residing in the same house.

In the case of death of the Administrator's grandparents, father-in-law, mother-in-law, or grandparents of his or her spouse/companion, the Administrator will be allowed the days off needed, with pay, up to and including the day of the funeral or memorial services, but not to exceed three days, not to be deducted from sick leave.
12. **Annual Vacation:** The Administrator will be credited with twenty-five (25) vacation days per year for each contract year. Vacation days are exclusive of legal holidays. There will be no "buy back" or "carry over" of unused vacation leave. With the Superintendent's approval, the Administrator may take additional days of unpaid leave. If the administrator leaves the district during a contract year, vacation shall be pro-rated.
13. **Holidays:** The Administrator shall receive all paid holidays made available to any other Hull School employees.
14. **Personal Days:** The Administrator shall be entitled to three (3) personal leave days during her work year for the purpose of attending to matters that cannot reasonably be attended to outside of her normal work day. Requests for absences for personal leave days shall be submitted in writing to the Superintendent with the reasons therefore.
15. **Family and Medical Leave:** It is the Town of Hull's policy to require the use of all accrued sick days, vacation days and personal days concurrently with an approved leave of absence under the Family Medical Leave Act of 1993.
16. **Fringe Benefits:** The Administrator is entitled to all medical, life and other insurance benefits available to all Administrators in the Hull Public Schools, excluding the Superintendent, through the plans offered by the Town of Hull. Where allowable by law, the Superintendent and the Administrator may alter components of these benefits or add benefits not currently available to professional personnel by mutual agreement.
17. **Reimbursement for Expenses:** The Superintendent shall reimburse the Administrator of all expenses reasonably incurred in the performance of her duties under this contract. Such expenses shall include, but are not limited to, cost of transportation and

attendance at appropriate local, state, and national meetings and conferences as directed and approved by the Superintendent.

18. **Professional Development:** The Superintendent will pay the full cost of any required in-service training and/or the cost of any course approved by the Superintendent that he deems appropriately related to the professional development of the Administrator.
19. **Severance Pay:** Upon severance, retirement or death of the Administrator, she or her estate will receive compensation for up to eighty (80) days of accumulated sick leave at 50% of the compensation rate she was receiving at the time of severance. The Administrator is only eligible to receive the sick leave compensation if she satisfies the termination notice requirement contained in the contract.
20. **Entire Agreement:** This contract embodies the whole agreement between the Superintendent and the Administrator and there are no inducements, promises, terms, conditions or obligations made or entered into by either party other than those contained herein. The contract may not be changed except by a writing signed by the party against whom enforcement thereof is sought.
21. **Severability:** It is understood and agreed by the parties that if any part, term or provision of this contract is held by the courts to be illegal or in conflict with any law or the Commonwealth of Massachusetts, the validity of the remaining portions shall not be affected, and the rights and obligations of the parties shall be construed and enforced as if the contract did not contain the particular part, term, or provision held to be invalid.
22. **Indemnity Clause:** The Hull Public Schools agrees to defend, hold harmless and indemnify the Hull High School Principal from any and all demands, claims, suits, actions and legal proceedings brought against the Hull High School Principal in her individual capacity, of her official capacity as agent and employee of the district provided the incident arose while the Hull High School Principal was acting within the scope of her employment and excluding criminal litigation and as such liability coverage is within the authority of the School Committee. Except that, in no case, will individual Committee members be considered personally liable for indemnifying Hull High School Principal against such demands, claims, suits and actions.

IN WITNESS WHEREOF, the parties have signed and sealed this agreement on the day and year stated below.

[Redacted Signature]
Hull High School Principal

[Redacted Signature]
Superintendent of Schools

Date

Date