

PRINCIPAL CONTRACT OF EMPLOYMENT

THIS AGREEMENT is made this 1st day of July 2021 between the Ludlow School District, hereinafter referred to as the "District", and NAME, 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 as a Principal in the Public Schools of Ludlow, subject to the terms and conditions hereinafter provided, but, except as specifically provided herein, subject to the provisions of MGL, Chapter 71, as amended by the Education Reform Act of 1993, and any other laws.

2. TERM: This agreement shall commence July 1, 2021 and shall end June 30, 2024. This agreement specifically excludes any rollover provision.

3. COMPENSATION: The District agrees to pay the PRINCIPAL, in consideration of the faithful, diligent and competent performance of his duties and responsibilities as provided herein, the job description attached hereto, and the statutes and regulations of the Commonwealth. The salary of the PRINCIPAL for the 2021-2022 school year will be \$119,000. The PRINCIPAL will receive an annual economic adjustment of not less than the percentage awarded to Unit A members for the second and third year of this contract. The salary shall be payable in 26 equal installments.

4. TRANSFER AND ASSIGNMENT: The PRINCIPAL is hereby assigned to the East Street Elementary School. The Superintendent of Schools may, after consultation with the PRINCIPAL, transfer or assign the PRINCIPAL to another PRINCIPALSHIP (that he is qualified to fulfill) position within the School District. It is agreed that this transfer will not adversely affect the principal's salary.

5. DUTIES AND RESPONSIBILITIES: The PRINCIPAL shall be the educational administrator and manager of his school and shall supervise the operation and management of his school and school property, subject to the supervision and direction of the Superintendent, or his 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 school improvement plan goals; and
- E. Regulations of state agencies; and
- F. Directives of the Superintendent of Schools or his designee; and
- G. The provisions of this Agreement

6. WORK DAY - WORK YEAR:

A. Work Day: The PRINCIPAL recognizes that the proper performance of his/her duties and responsibilities may require the Principal to work longer than the school day and that his/her duties and responsibilities are not confined to prescribed hours.

B. Work Year: 12 Months

7. DISMISSAL, DEMOTION, OR SUSPENSION: The Superintendent may suspend, demote or dismiss the PRINCIPAL during the term of this Agreement in accordance with the provisions of M.G.L. Chapter 71, Sections 41 and 42.

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 sees fit, provided they do not interfere with or derogate from his duties as Principal and he has the prior approval of the Superintendent of Schools. The principal will be allowed to attend one National Convention (NESPA, NASSP, ASCD, etc.) during the life of this contract with conference and travel expenses not to exceed \$2,000.

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 PRINCIPAL will be evaluated by the Superintendent on an annual basis. The summary evaluation report will be reviewed thirty (30) days prior to the expiration of this contract, and will result in the formulation of a written evaluation report from the

Superintendent. The annual evaluation will follow the Administrator's performance standards, self-assessment, and plans and objectives for the year. The Superintendent will prepare a review of the plans/objectives, and a summary of the self-evaluation and job description.

12. BENEFITS: The PRINCIPAL shall be entitled to all insurance (medical, hospital, life and annuity) benefits and all other fringe benefits (legal holidays, sick leave, etc.), except for longevity, super maximum increments, or any other types of supplements to salary, generally available to Teachers and Unit B Administrators from time to time. Such benefits, except for insurance (medical, hospital, life and annuity), shall neither be reduced by changes in collective bargaining agreements subsequent to the date or execution of this Agreement, nor be less than benefits expressly provided for in this contract or agreed to in the future. The Committee agrees to procure for the Principal a disability insurance policy for the term of this Agreement not to exceed the sum of \$1000 per each year of the Agreement. The PRINCIPAL shall receive twenty-five (25) working days as annual vacation.

13. COMPENSATION UPON SEPARATION FROM SERVICE: A regular full-time and a regular part-time employee who leaves the service of the Town and who has vacation credits due him/her shall, upon his/her separation from Town service, be compensated for such vacation time as he/she had accrued provided that, notwithstanding any existing contract as of July 1, 2012, vacation time considered accrued in the year of the separation shall be proportional to the amount of time the employee worked in that year. The vacation time accrued in the year of separation shall be calculated by multiplying the total number of weeks the separating employee worked in that year by .0193, then multiplying the product by the total number of vacation days the employee would otherwise be eligible for in that year. Any vacation time used during the year of separation shall then be subtracted from the product to determine the accrued vacation time for the year of separation. Whenever employment is terminated by death, the beneficiary of the deceased shall be paid an amount equal to the vacation allowance accrued during the year in which the employee died but which had not been used up to the time of his/her death.

14. ENTIRE AGREEMENT: This contract embodies the whole agreement between the 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.

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

16. APPLICABLE LAW: This Agreement shall be governed by, construed, and enforced in accordance with the laws of the Commonwealth of Massachusetts.

17. INTERPRETATION: This Agreement shall not be interpreted for or against either party hereto on the ground that such party drafted or caused this Agreement to be drafted. IN WITNESS WHEREOF, the parties have hereunto signed and sealed this Agreement and duplicate thereof this _____ day of _____, 2021.

By: _____
NAME
Principal

By: _____
NAME
Superintendent of Schools