

**ROCKLAND PUBLIC SCHOOLS
BUILDING PRINCIPAL
EMPLOYMENT AGREEMENT**

THIS AGREEMENT, made as of July 1, 2016 by and between the Rockland School District, herein referred to as the District, and _____ herein referred to as the Principal, shall be governed by the provisions of G.L. c. 41, §71. In consideration of the promises herein contained, the parties hereto mutually agree as follows:

1. **Term:** The Principal shall be employed for a 3 year period commencing on or before July 1, 2016 and concluding on June 30, 2019. This Agreement between the parties may be extended by the parties by written agreement. The Superintendent shall notify the Principal by (*sixty days prior to end of Agreement*) his/her intent not to renew or extend said Agreement. Failure by the Superintendent to notify the Principal of intent to renew or extend shall result in the Agreement being extended for one (1) year.
2. **Compensation:**
 - a. The Principal's annual salary beginning July 1, 2016 will be **\$124,000**.
 - b. Each year during which this Agreement remains in effect, the Superintendent and the Principal shall meet prior to June 1st for the purposes of reviewing the Principal's salary and evaluation in accordance with Paragraph 13 below.
3. **Duties:** The Principal shall perform faithfully, to the best of his ability, the duties of Principal, as required by Massachusetts General Laws and the policies of the School District.
4. **Termination:** The Principal may terminate this Agreement by sixty (60) days written notice to the Superintendent. The Superintendent may terminate this Agreement pursuant to the provisions G.L. c. 71, §41. A principal who has served as principal district for three (3) consecutive years shall not be dismissed except for good cause. Notice of non-renewal more than sixty (60) days prior to the end of this Agreement shall not constitute "dismissal" within the meaning of G.L. c. 71, § 41.
5. **License:** The Principal shall furnish and maintain throughout the term of this agreement a valid and appropriate license qualifying him to act as a principal within the Commonwealth, as required by General Laws Chapter 71, section 38G.

6. **Professional Activities**: The Principal may accept compensation for speaking, writing, lecturing, or other engagements of a professional nature not to exceed three (3) working days provided they do not derogate from his duties as Principal. Additional days may be granted with the approval of the Superintendent.
7. **Complaints/Suggestions**: The Superintendent shall promptly refer to the Principal for his study and recommendation, all criticisms, complaints and suggestions brought to his attention. The Principal shall investigate and consider the same and report thereon to the Superintendent as soon as practicable thereafter.
8. **Reimbursement for Expenses**: The District shall reimburse the Principal for the following expenses incurred in the performance of his duties under this contract. Such expenses shall include attendance at appropriate local and state meetings and dues resulting from membership in the Massachusetts Elementary School Principals' Association, and National Association of Elementary School Principals. The Principal may, providing the funding is available, attend national meetings and conferences with the approval of the Superintendent.
9. **Fringe Benefits**: The Principal shall be entitled to all insurance (medical, hospital, and life) benefits and all other fringe benefits currently available to other professional personnel, such benefits not to reduce benefits expressly provided for in this Agreement or to be agreed upon in the future. Said benefits not to be reduced by changes in collective bargaining agreements subsequent to the date of execution of this Agreement.
10. **Annual Vacation**:
 - a) The Principal shall receive thirty (30) working days as annual vacation, exclusive of legal holidays.
 - b) An amount not to exceed ten (10) days may be carried over to the next year. In the event of the Principal's death while in office, unused accumulated vacation time, to a maximum of twenty (20) days, will be paid to a beneficiary designated by him. The Principal shall have the option of receiving a sum equal to his, then in effect, rate of pay for up to five (5) days of unused vacation time during a contract year.
11. **Sick Leave**: The Principal shall be entitled to sick leave in an amount equal to, but not in excess of, eighteen (18) days of sick leave for each year of this contract and any extensions hereunder. The Principal shall be allowed to accumulate unused sick leave to a maximum of Two Hundred twenty (220) days and, after five (5) years of full-time employment and at the expiration of this Contract, shall receive a sum equal to \$255 per diem rate of pay for a maximum of one hundred twenty (120) days of such accrued sick leave. The Superintendent will, after

utilization of all accrued sick leave for illness, grant an extension of sick leave to the Principal in the event of catastrophic illness not less than sixty (60) days.

In the event of Principal's death while in office, unused accumulated sick pay, to a maximum of one hundred twenty (120) days, will be paid to a beneficiary designated by him/her. In the event of retirement, a statement from the Massachusetts Retirement Board that the Principal is actually retiring will be required. The Principal after fifteen (15) years of service to the Rockland Public Schools, who resigns prior to reaching the age of sixty-five (65) years shall be entitled to a one-time separation benefit computed on the basis of twenty four (24) percent of his/her current pay. In either resignation or retirement, if at a later date, the Principal returns to the service of the Rockland Public schools, any monies received under this provision must be returned to the Town of Rockland. It is understood that the Principal, upon retirement or resignation, shall receive either the per diem amount or the percentage amount, but not both.

12. **Relationship Between Superintendent and Principal:** The Superintendent shall meet with the Principal at least once each year for the purpose of discussing with the Superintendent his job description and performance, as well as the working relationship between the Superintendent and the Principal.
13. **Evaluation:** The Principal will be evaluated by the Superintendent on an annual basis using the Massachusetts Educator Evaluation System. The evaluation will commence prior to June 1st for the annual salary review referred to in Clause 2(b) above and will result in the formulation of a written evaluation report shared by the Superintendent and the principal. On the date established by the said Clause 2(b) for discussion of the Principal's salary, the Superintendent and the Principal will meet to discuss the evaluation and the Principal's response thereto; immediately following said discussion, the Superintendent and the Principal will negotiate the Principal's compensation package for the following year, including, but not limited to, his salary.
14. **Entire Contract:** This Contract embodies the whole agreement between the Superintendent 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. The contract may not be changed except by a writing signed by the parties.
15. **Invalidity:** If any paragraph, part of or rider to this Contract is invalid, it shall not affect the remainder of said Contract, but said remainder shall be binding and effective against all parties.
16. **Original Document:** This Contract shall be executed in two counterparts, each of which shall be deemed to be an original, and both of which taken together shall be deemed one and the same document.

IN WITNESS THEREOF, the parties have hereunto signed and sealed this Contract and a

duplicate thereof this _____ day of _____, in the year _____.

Superintendent of Schools

Date

Date