

**MARTHA'S VINEYARD PUBLIC CHARTER SCHOOL**

P.O. BOX 1150 W. Tisbury, MA 02575

PHONE (508) 693-9900 FAX (508) 696-9008

**Teacher/Advisor**

**Step 1**

The Board of Trustees of the Martha's Vineyard Public Charter School is pleased to hire [REDACTED]

[REDACTED] We agree to the following financial conditions and terms.

1. 1. The term of the agreement will be from Sept. 1, 2019 to June 30, 2020. The required days of work will be 180 school days, 8:00-3:30, with an additional 5 days before and 5 days after the school year. On Wednesdays, teachers are expected to remain until 4:30 pm for faculty or departmental meetings. Teacher/Advisors in the Grade 5 through Grade 12 programs are required to lead teach during offerings or electives as assigned by the Director.
2. The salary will be \$42,446 (step 1) for the school year.
3. There will be fifteen (15) excused days per year for sickness.
4. There will be five (5) bereavement days per year if needed.
5. There will be three (3) excused days for personal reasons.
6. Health insurance, Delta Dental, and EyeMed Vision Care will be provided for the teacher and the teacher's family if desired. The school will pay 75% of the cost, the teacher 25%.
7. The faculty shall plan for coverage of the entire school day, including student arrival, recess, lunch, and student departures as assigned by the Director.
8. The faculty must comply at all times with all Massachusetts general laws and statutes governing public schools. In addition, all staff are expected to be familiar with and to comply with the policies and procedures as outlined in the faculty handbook. Non-compliance may result in immediate termination of this agreement.
9. It is understood and agreed that the first one hundred eighty (180) days of employment shall constitute a probationary period during which period the Director may, in his absolute discretion, terminate the Employee's employment, for any reason without notice or cause.
10. After the Employee's initial probationary period has ended, the Director may, in his discretion, terminate this agreement at any time during the agreement period if he determines in his honest judgment and based on the best interests of the students and/or fiscal constraints, that the employee is not meeting the needs of the school community.

\_\_\_\_\_  
[REDACTED]

\_\_\_\_\_  
Date

\_\_\_\_\_  
[REDACTED]

\_\_\_\_\_  
Date

Director