

EMPLOYMENT CONTRACT

This Contract is made this 1st day of July, 2019 by and between the School Committee of the Pathfinder Regional Vocational Technical High School District and its Superintendent-Director, _____, hereby sets the terms and conditions of employment for the period of the Contract, as follows:

1. TERM

The term of this contract shall be for the period from July 1, 2019 to June 30, 2022 unless renewed or extended by the parties through written agreement which shall be appended to this Agreement and made a part thereof. Should Pathfinder intend not to renew or extend the Contract beyond June 30, 2022, it shall notify the administrator in writing no later than May 1, 2022.

2. TERMINATION

Should the Superintendent-Director decide to terminate employment with Pathfinder prior to the termination date of this Contract, he shall notify Pathfinder, in writing, ninety (90) days in advance of resignation.

3. COMPENSATION

Effective, July 1, 2019, for all services rendered under this Agreement, Pathfinder shall pay to the Superintendent an annual salary of \$173,747.00 for FY2020 unless and until the parties agree to a different salary. Payments are to be made in regular payment day scheduled installments subject to deductions required by law.

The Superintendent-Director shall also be eligible for negotiated increases, to be commensurate with other administrators, and subject to the School Committee approval.

4. DUTIES

The Superintendent-Director shall perform faithfully the duties of the position as per his job description and such related duties as assigned by the Superintendent Director and as otherwise required by law. The Superintendent-Director shall devote his time, attention, energy and skill to the business of the Pathfinder Regional Vocational Technical High School during the term of this Agreement.

5. LICENSURE

The Superintendent-Director shall maintain, throughout the terms of this Agreement, a valid and appropriate license qualifying him to act as a Superintendent-Director in the Commonwealth of Massachusetts, as provided by M.G.L. c. 71 S38G and/or M.G.L. c.74, and 603 CMR 4:00.

6. RETIREMENT BENEFITS

The Superintendent-Director shall be eligible for all retirement benefits as described in M.G.L. c. 32 § 2.

7. DAYS OF WORK

The Superintendent will work on a twelve month schedule. Vacation time granted subject to approval by the Superintendent will be as listed:

| | |
|-----------------------|-------------------------|
| 0-14 years of service | 20 days annual vacation |
| 15+ years of service | 25 days annual vacation |

A maximum of 10 days vacation may be carried over from one fiscal year to the next.

8. OTHER BENEFITS

The terms of the Statement of Benefits between the Pathfinder District Committee and the Administrators, dated July 1, 2008 - June 30, 2010, are incorporated by reference into this Contract except that the health insurance plan design shall be updated to reflect changes negotiated in the successor Collective Bargaining Agreement for 2017-2020 between the school committee and the PEA.

9. BINDING EFFECT OF AGREEMENT

This Agreement shall become binding upon the parties hereto upon the signing of the Agreement by the Superintendent-Director and the Chairperson of the School Committee.

10. ENTIRE AGREEMENT

This Contract embodies the whole Agreement between the School Committee, and the Superintendent-Director 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 written agreement signed by all parties.

11. INVALIDITY

If any paragraph or part of the 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 the Agreement this 15th day of August, 2019.

BY: _____

Pathfinder Regional V.T.H.S.D.

BY: _____

Pathfinder Regional V.T.H.S.D.