

UXBRIDGE PUBLIC SCHOOLS

EMPLOYMENT AGREEMENT

PRINCIPAL – WHITIN ELEMENTARY SCHOOL

THIS AGREEMENT, made and entered into this 1st day of July 2015 by and between the Superintendent of Schools and the Town of Uxbridge, Massachusetts, hereinafter referred to as the "Superintendent", and Lori Fafard of Bellingham, MA, hereinafter referred to sometimes as Ms. Fafard and sometimes as the "Whitin Elementary School Principal".

WITNESSETH:

WHEREAS, the Superintendent on the 1st day of July 2015 appointed Ms. Fafard as Whitin Elementary School Principal effective July 1, 2015; and

WHEREAS, the Superintendent and Ms. Fafard desire to enter into a written contract of employment setting forth the terms and conditions of such employment.

NOW, THEREFORE, in consideration of the promises herein contained, the parties hereto mutually agree as follows:

1. EMPLOYMENT - The Superintendent hereby employs Ms. Fafard as Whitin Elementary School Principal of the Town of Uxbridge, and Ms. Fafard hereby accepts such employment on the terms and conditions hereinafter set forth.

2. TERM AND WORK YEAR – The Whitin Elementary School Principal shall be employed for the period July 1, 2015 through June 30, 2018. Ms. Fafard is a full-time employee and will work 220 work days. This agreement between the parties, without further action by the parties, shall be extended for successive periods of one year (12 months) each time the date of June 30th is reached, beginning on June 30, 2016, unless notice by the Superintendent in writing is provided to the Whitin Elementary School Principal notifying her of the Superintendent's intent to terminate the contract upon expiration of the initial or extended period of time. Such notice shall be sent by registered mail, return receipt requested, to the current residence of the elementary school principal.

3. COMPENSATION – Ms. Fafard shall be paid at an annual salary rate as follows:

July 1, 2015 - June 30, 2016 -	\$97,419.18
July 1, 2016 - June 30, 2017 -	To be negotiated
July 1, 2017– June 30, 2018-	To be negotiated

The annual salary rate shall be paid to the Whitin Elementary School Principal in twenty-six (26) equal bi-weekly payments in accordance with the schedule of payments established for other professional employees of the Superintendent.

4. DUTIES – Ms. Fafard shall perform faithfully, to the best of her ability, the duties and responsibilities of the position of Whitin Elementary School Principal which are set forth in the School District's approved job description for such position.

5. CERTIFICATION - The Whitin Elementary School Principal shall hold and maintain throughout the term of this Agreement a valid and appropriate certificate qualifying her to act as the Whitin Elementary School Principal in the Commonwealth of Massachusetts as is required by Massachusetts General Laws, Chapter 71, Section 38G.

6. REIMBURSEMENT FOR EXPENSES - The Superintendent shall reimburse the Whitin Elementary School Principal for all expenses reasonably incurred in the performance of her duties under this Agreement, provided, however, that the amount of such reimbursement during each year of the term shall not, without express approval of the Superintendent, exceed an amount which shall be initially agreed to by the Superintendent and the Whitin Elementary School Principal through the budget process. Such expense shall include, but shall not be limited to, costs of transportation and attendance at appropriate local, regional, state and national meetings and conferences with approval of the Superintendent. Expenses for travel both in and outside the district shall be reimbursed at the rate determined by the School Committee.

7. OUT OF STATE TRAVEL - The Superintendent shall reimburse the Whitin Elementary School Principal for any out of state travel performed by her which has been approved in advance by the Superintendent.

8. STATE RETIREMENT - The Whitin Elementary School Principal shall be a member of the Teachers' Retirement System as is required by Massachusetts General Laws, Chapter 32, Section 2.

9. GROUP HEALTH AND LIFE INSURANCE - The group health and the group life insurance plan provided by the Town of Uxbridge for its employees shall be available to the Whitin Elementary School Principal.

10. SICK LEAVE - The Employee will be entitled to 18 sick leave days per year with pay. Sick leave days shall be earned and credited on a pro-rated basis. Unused sick leave will accumulate to a maximum of 180 days.

After five (5) consecutive days of absence due to sickness or injury, a doctor's certificate may be required by the Superintendent or his/her designee.

11. PERSONAL LEAVE DAYS - In each school year, the Employee will be granted up to five (5) days of personal leave with pay, for the purpose of attending to matters (legal, business, family, religious), that cannot be reasonably attended to outside of the normal workday. Requests for personal leave should be submitted to the Superintendent in writing, in advance.

Personal leave days shall be earned and credited on a pro-rated basis. Unused personal leave days will be converted to sick days on July 1 of each contract year.

12. HOLIDAYS - The following paid holidays falling on standard work days will be granted:

Labor Day	Columbus Day	Veteran's Day
½ Day before Thanksgiving	Thanksgiving Day	Day after Thanksgiving
Christmas Eve Day	Christmas Day	New Year's Day
Martin Luther King Jr. Day	Washington's Birthday	Good Friday
Patriot's Day	Memorial Day	July 4 th

13. REIMBURSEMENT FOR COURSES - The Superintendent will reimburse the Whitin Elementary School Principal during the term of this Agreement for courses and/or professional development taken by the Whitin Elementary School Principal in the furtherance of her education provided, however, that such courses and/or professional development shall receive approval in advance by the Superintendent.

14. PERFORMANCE EVALUATION - The Superintendent or his/her designee shall evaluate the performance of the Whitin Elementary School Principal in writing once a year during her work year. The evaluation shall be related to the duties and responsibilities of the Whitin Elementary School Principal as set forth in her position description and to the goals and objectives established by the Superintendent, and in the guidelines for administrative personnel according to MGL 71, section 59B. Each year a minimum of two, and no more than three goals based on MGL 71, section 59B will be met.

In the event that deficiency in performance is identified through the evaluation process, Ms. Fafard shall be given specific direction for remediation for which she will have one year to demonstrate improved performance.

The performance evaluation will serve as the basis for the renewal of the contract.

15. TERMINATION OF AGREEMENT - This Agreement may be terminated during its term by:

a. Mutual agreement of the parties;

b. Retirement of the Whitin Elementary School Principal;

c. Dismissal of the Whitin Elementary School Principal for inefficiency, incapacity, conduct unbecoming an Elementary Principal, insubordination, or other good cause. In the event of the proposal to dismiss the Whitin Elementary School Principal, the procedure set forth in Chapter 71, Section 42 of the Massachusetts General Laws shall be adhered to;


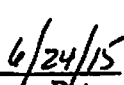
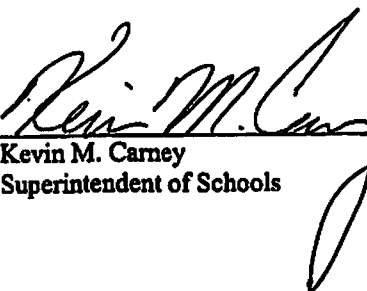
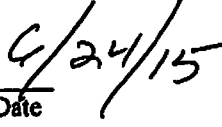
d. Death of the Whitin Elementary School Principal;

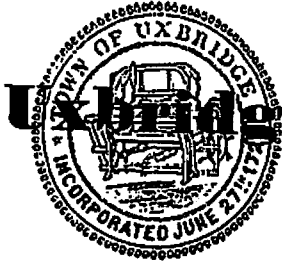
e. May be terminated by Ms. Fafard provided at least sixty (60) days' notice is given to the Superintendent.

16. ENTIRE AGREEMENT - This Agreement embodies the whole agreement between the Superintendent and the Whitin Elementary School 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 may not be changed except by a writing signed by the party against whom enforcement thereof is sought.

17. INVALIDITY - If any paragraph or part of this 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 this Agreement and duplicate thereof on the day and year first above mentioned.

			
_____ Lori Fafard Whitin Elementary School Principal	_____ Date	_____ Kevin M. Carney Superintendent of Schools	_____ Date



Uxbridge Public Schools

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Kevin M. Carney
Superintendent of Schools

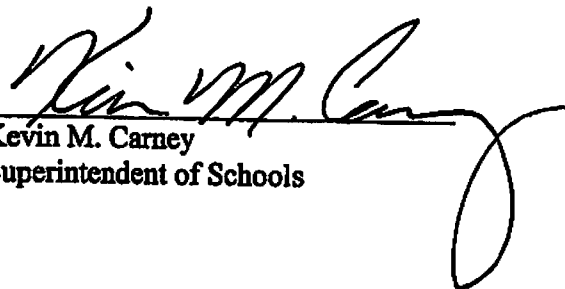
Donald R. Sawyer
Business Manager

**ADDENDUM TO
ELEMENTARY SCHOOL PRINCIPAL
Lori Fafard
June 2016**

This is an addendum to your employment contract for FY17 to reflect an adjustment to your annual salary.

The adjustment to Ms. Lori Fafard's salary will be as follows:

FY17 Salary: \$99,367.56
Effective Date: July 1, 2016


Kevin M. Carney
Superintendent of Schools

The Uxbridge Public Schools ensures equal employment and educational opportunities for its employees and students and does not discriminate on the basis of race, color, creed, national origin, sex, gender identity, disability, or sexual orientation in compliance with Title VI, Title IX, section 504/ADA and G.L. c 151b and 157c.