

WHITTIER REGIONAL VOCATIONAL TECHNICAL HIGH SCHOOL

**CONTRACT OF EMPLOYMENT
PRINCIPAL**

This employment agreement dated September 13, 2006, by and between Whittier Regional Vocational Technical High School District of Haverhill, Essex County, Massachusetts, acting by the Superintendent (hereinafter the "Superintendent"), and Deborah DePaolo, (hereinafter the "Principal").

In consideration of the promises herein contained, the parties hereto mutually agree as follows:

1. EMPLOYMENT: The Superintendent does hereby employ Deborah DePaolo as Principal of the Whittier Regional Vocational Technical High School District of Haverhill, Massachusetts. Deborah DePaolo does hereby accept such employment for the term and the conditions specified herein.
2. DUTIES: The Principal shall perform in good faith and in full time, the duties and obligations of the Principal as provided in the job description from time to time adopted by the Superintendent and in accordance with state law.
3. TERM: The Principal shall be employed commencing September 13, 2006 up to and including June 30, 2009.
4. SALARY AND COMPENSATION: The Principal shall be paid a salary as follows: 2006-2007 \$112,500. The Principal shall be evaluated by the Superintendent not later than June 1 of each year. Compensation increases will be recommended to the School Committee annually based upon the Superintendent's evaluation and market conditions. The annual compensation will be extended through twenty-six equal payments.

The Principal shall receive an annuity payment per year to an investment authorized under Section 403B of the Internal Revenue Code of \$5,000 each year.

The Principal shall receive a longevity stipend yearly according to the following schedule:

6-10	\$750
11-15	\$1000
16-20	\$1250
21-25	\$1500
26-30	\$1750

5. EVALUATION: The Principal will be evaluated once a year based on the written goals and objectives previously established by both the Superintendent and the Principal.


6. TERMINATION OF CONTRACT BY PRINCIPAL: In the event that the Principal desires to terminate this contract before the term of service shall have expired, she may do so by giving at least thirty (30) calendar days notice of her intention to the Superintendent. Notwithstanding the above, the Principal may request and the Superintendent may consider termination of this contract on less than thirty (30) calendar days.
7. REIMBURSEMENT FOR TRAVEL, EXPENSES AND DUES: The Principal will be reimbursed for all approved expenses reasonably incurred in the performance of her duties. Such expenses shall include costs of transportation, attendance, meals, and lodging at appropriate state and national meetings and conferences. All out-of-state travel shall be approved in advance. Whittier Regional Vocational Technical High School District policy will be employed for reimbursement for meals and expenses other than for travel in her personal car.
8. STATE RETIREMENT ASSOCIATION: The Principal shall be a member of the Teacher's Retirement System as required by Massachusetts General Laws, Chapter 32, Section 2.
9. HEALTH AND LIFE INSURANCE: The Principal shall be eligible to participate in School District health and life insurance plans on the same basis as other school district employees.
10. WORK YEAR: The work year for the Principal shall consist of 231 working days and 30 paid vacation days.
11. VACATION: The Principal shall receive 30 paid vacation days per year. Unused vacation accumulation shall not exceed 20 days. The Principal shall be allowed to buy back vacation days in excess of 20 days based on the daily rate of 245 days.
12. SICK LEAVE: The Principal shall be granted 17 paid sick leave days effective July 1 of each year of this contract, and unused days may be accumulated from year to year without limit.

The Principal shall be entitled to buy back accumulating sick days upon retirement or leaving the system at the following rate:

\$175 per day for 180 days
13. PERSONAL DAYS: The Principal shall be allowed five paid personal days or portions of days for imperative personal business that cannot be conducted outside normal business hours.
14. BEREAVEMENT PAY: The Principal will be allowed up to five (5) paid bereavement days in the event of the death of a close relative.

15. TUITION REIMBURSEMENT: The Principal shall be reimbursed 100% of her tuition cost for any course the Superintendent deems job related taken while employed by the Committee.
16. PERFORMANCE: The Principal shall fulfill all aspects of this contract. Any exceptions thereto shall be by mutual agreement between the Principal and the Superintendent in writing.
17. LEGAL ASSISTANCE: If criminal or civil proceedings are brought against the Principal alleging an assault in connection with employment, the Committee will request the assistance of the school counsel to defend the Principal in such proceedings, if such assistance is requested.
18. ENTIRE AGREEMENT: This contract embodies the whole agreement between the Superintendent and the Principal and there are not inducements, promises, terms, conditions, or obligations made or entered into between either party than those contained herein. The contract may not be changed except by a mutual agreement signed by each of the parties to this contract.
19. INVALIDITY: If any paragraph, part of, or rider to this agreement is invalid, it shall not affect the remainder of said Agreement, but said remainder shall be binding and effective against each of the parties to this Agreement.

IN WITNESS WHEREOF, the parties have hereunto signed and sealed this Agreement and a duplicate thereof this 27 day of September, 2006.


Principal


Superintendent


School Committee Chairperson