

**LEXINGTON PUBLIC SCHOOLS**  
**PRINCIPAL EMPLOYMENT CONTRACT**

This AGREEMENT is made as of March 28, 2008, by and between the Superintendent of Schools and the Principal of the Lexington High School, hereinafter referred to as the "Principal."

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

**ARTICLE I - EMPLOYMENT**

The Superintendent hereby employs Natalie Cohen as the Principal of Lexington High School of the Lexington Public Schools, and the Principal hereby accepts employment on the following terms and conditions.

The Principal is employed subject to the general supervision and pursuant to the orders, advice and direction of the Superintendent. The Principal shall perform such other duties as are customarily performed by one holding such position and shall additionally render such other services and duties as may be assigned from time to time by the Superintendent.

**ARTICLE II - TERM**

The Principal shall be employed for a period commencing July 1, 2008, and ending June 30, 2010. Unless the Superintendent gives the Principal written notification on or before April 1, 2010 of intent not to renew or extend the existing contract, then the contract shall automatically be extended for a successive period of one year, unless the Superintendent gives the Principal written notice to the contrary 90 calendar days preceding the June 30th on which the contract shall terminate.

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 120 days notice in writing to the Superintendent.

The Principal or an authorized representative must deliver said notice in hand to the Superintendent of Schools.

This Agreement may be terminated for good cause as used in M.G.L. c.71, s. 41 (& 42 prior to June 1993). The term "good cause," includes any reason advanced by the Superintendent which is not arbitrary, capricious and/or discriminatory including but not limited to inefficiency, incompetency, insubordination, incapacity, a failure to meet the district's performance standards, conduct unbecoming a Principal.

### **ARTICLE III - PERFORMANCE REVIEW**

Each year during which this contract is in effect, the Superintendent of Schools shall conduct a review and evaluation of the role and performance of duties under this contract of the Principal.

The Superintendent shall complete the review on or before July 1 of each year.

### **ARTICLE IV – CERTIFICATION and DUTIES**

The Principal represents that she holds the Massachusetts Department of Education license required for the position or this contract becomes null and void.

Throughout the length of his service in Lexington, the Principal shall furnish and maintain a valid and appropriate license qualifying her to act in this position, consistent with the requirements of Chapter 71, Section 38G of the General Laws of Massachusetts and the above stipulation.

### **ARTICLE V - SALARY CONSIDERATIONS**

For the period of time commencing July 1, 2008 and extending through June 30, 2010 the Principal shall be paid at an annual rate of \$130,000 based on a July 1, 2008 start date, and payable in twenty-six (26) equal installments in accordance with the payroll schedule for other professional employees. The salary will be increased to at least \$135,000 on July 1, 2009.

### **ARTICLE VI - SALARY INCREASES**

The Superintendent will increase the salary for the Principal as of July 1, 2009 and each July 1st thereafter that this AGREEMENT remains in effect subject to satisfactory performance evaluations by the Superintendent.

### **ARTICLE VII - INSURANCE COVERAGE**

The Principal shall be entitled to all insurance plans (medical, hospital, life, etc.) offered by the Town of Lexington to the employees of the Lexington Public Schools, including long and/or short term disability plans (if offered).

### **ARTICLE VIII – WORK YEAR AND VACATION**

The work year will be from July 1 to June 30. The Principal is entitled to thirty (30) vacation days, in addition to all state and federal holidays. Vacation is earned on a prorated basis throughout the fiscal year and should be used during the fiscal year in which it is earned. The Principal is permitted to carry over up to five (5) vacation days to the following fiscal year, provided written approval is received from the Superintendent, and said days will be the first five days to be used in the next fiscal year.

### **ARTICLE IX - SICK LEAVE**

The Principal shall be granted eighteen (18) days of sick leave per contract year with unlimited accumulation.

### **ARTICLE X - PERSONAL LEAVE**

With approval of the Superintendent, the Principal may be absent for reasons that are unusual, imperative or emergency in nature at which her attendance is required and for which no other arrangement can be made. This includes, but is not limited to, the following examples: legal proceedings, religious observances, family matters, medical emergencies, special travel arrangements or attendance at funerals.

### **ARTICLE XI - FUNERAL LEAVE**

In the event of a death within the immediate family (i.e. spouse, child, or member of the Principal's household for whom the Principal was a primary caregiver), the Principal will be allowed up to five (5) paid days without loss of compensation.

### **ARTICLE XII - PROFESSIONAL EXPENSES**

Reasonable reimbursement will be made to the Principal for all expenses incurred at professional activities attended in fulfillment of duties and responsibilities to the School Department. Said expenses will include travel, registration fees, meals and hotel costs, provided the Principal receives prior approval from the Superintendent.

### **ARTICLE XIII - PROFESSIONAL DUES**

The Lexington Public Schools will provide payment of dues for the membership of the Principal in professional organizations of her own choice subject to the approval of the Superintendent of Schools.

### **ARTICLE XIV - MASSACHUSETTS TEACHERS RETIREMENT SYSTEM**

The Principal shall be a member of retirement system to the extent permitted by M.G.L. c. 32.

### **ARTICLE XV – INDEMINIFICATION**

As an employed official of the Lexington Public Schools, it is agreed that the Principal will be indemnified by the Town of Lexington to the extent permitted by General Laws, Chapter 258.

**ARTICLE XVI – OTHER BENEFITS, TERMS AND CONDITIONS**

Unless such benefit, term or condition is contrary to provisions in this contract or law, the principal shall be entitled to all benefits and conditions consistent with the policy of the Committee in effect at the time this employment contract is signed by the principal and superintendent, including but not limited to, evaluation, sick leave, sick leave bank, personal days, professional days, severance pay, longevity, all insurance program(s) offered by the town of Lexington.

In the event that the school committee gives either the teachers or those administrators included within the bargaining unit represented by the Lexington School Administrators Association economic benefits greater than those in effect at the time this contract is signed, the principal will be accorded the same level of benefit(s).

**ARTICLE XVII - ENTIRE AGREEMENT**

This Memorandum of Agreement embodies the entire agreement between the Superintendent of Schools 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.

This contract may not be amended except by an agreement in writing signed by the parties hereto.

If any paragraph or part of this contract is later found to be invalid, it shall in no way affect the remainder of this Agreement, which shall continue to be legally binding and effective as to both parties.

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Natalie Cohen  
High School Principal

\_\_\_\_\_  
Date

\_\_\_\_\_  
Paul B. Ash  
Superintendent of Schools

\_\_\_\_\_  
Date