

CONTRACT FOR EMPLOYMENT

Wilbur & McMahon Principal

This contract is made this 3rd day of October, 2008 between the Little Compton School Committee, hereinafter referred to as the "Committee", and James M. Gibney hereinafter referred to as the "Principal".

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

EMPLOYMENT: The Committee hereby agrees to employ James M. Gibney as Principal of Little Compton Schools and the Principal hereby agrees to accept employment on the following terms and conditions.

1. **COMPENSATION:** In consideration of the duties to be performed by the Principal pursuant to this Agreement, and in addition to further monetary or other benefits referred to in this Agreement, the Committee shall pay to or on behalf of the Principal an annual salary as follows:

October , 2008	\$90,000 - pro-rated on a full year
July 1, 2009	\$92,500
July 1, 2010	\$95,000

Payment shall be made in twenty-six (26) equal installments. The Committee shall withhold from the Principal's salary all sums required by federal, state, and local laws and all other sums as the Principal and Committee may agree upon.

2. **TERM OF AGREEMENT:** The term of this contract shall commence on October 27, 2008 and continue through June 30, 2011. During this contract period, the Principal is responsible for the management needs of the school whenever such needs may arise.
3. **WORK YEAR:** The work year shall be twelve (12) months with four (4) weeks of annual vacation and all holidays presently observed by full year personnel. The Principal will attend such meetings required by the Committee, including meetings of Town Boards and Committees as needed.

4. **DUTIES:** The Principal will faithfully and diligently observe, enforce and implement the rules, policies and regulations adopted by the Committee and amended from time to time. The Principal will faithfully and diligently perform all the duties and exercise the powers which are set forth and described in the position job description, School Committee regulations and policy. The Principal shall, under the direction of the Superintendent, make recommendations with respect to and undertake such remedial action as may be reasonably required in connection with any and all criticisms, complaints, evaluations and suggestions which the Superintendent refers to said Principal

. It is expressly agreed that the duties of this position require the Principal to work during times beyond normal business hours. The Principal will devote the time and attention to the duties of Principal as set forth in this Agreement and will faithfully and diligently perform the same and exercise the powers delegated and assigned in accordance with this Agreement to the full extent of his skill, ability and knowledge, it being understood, however, that with the approval of the Committee, in writing, said Principal may undertake outside work consulting, speaking, writing or lecturing, provided the same do not interfere with the full performance of his duties as Principal hereunder. He attends all meetings of the School Committee and participates in School Committee deliberations as appropriate

AFFIDAVIT & EXTENSION

The Administrator swears and affirms that he has not had any disciplinary action taken against his professional certificate in any state, that he is presently certifiable as an administrator without delay in Rhode Island and that he has never had criminal convictions regarding the treatment of a child or crime of moral turpitude or a felony.

Either party hereto may, by negative notice prior to March 1st of the then last year of this Agreement elect not to automatically extend or renew this Agreement for an additional one-year period. Any multi-year extension or renewal requires an affirmative action by the Committee.

5. **PRINCIPAL'S CERTIFICATION:** The Principal shall furnish and maintain throughout the term of this Agreement, a valid and appropriate certificate qualifying him to act as school Principal for the Town of Little Compton in the State of Rhode Island pursuant to the Rhode Island General Laws.

6. **FRINGE BENEFITS:** The Committee agrees to pay medical and dental insurance to the Principal of the same type offered to the teaching staff. The Principal shall be offered a buy-back in lieu of health care coverage at the rate of \$2,000 for each year of this agreement payable on or about the last payroll each June.

- a. **SICK LEAVE:** Fifteen (15) days, or equivalent, days of sick leave per year will be granted to the Principal at the beginning of each fiscal year with a maximum accumulation of one hundred and eighty (180) days.
- b. **PERSONAL LEAVE:** The Principal shall be granted annually two (2) days of personal leave. Such days shall not accrue from year to year.