

## **SUPERINTENDENT'S CONTRACT/COMPENSATION AND BENEFITS**

The Committee realizes that it is increasingly important to attract able persons to the Superintendentcy by making the rewards of the position commensurate with its challenges, and to free the Superintendent from the pressures of groups in the community by insuring his/her security from the threat of sudden and unjustified dismissal.

The Committee, upon the selection of a candidate or upon reappointment of the incumbent Superintendent, shall endeavor to secure the dignity of position and the freedom of leadership appropriate to the responsibilities of the Superintendent through an explicit contractual agreement. Such contract shall meet the requirements of the state law and shall protect the rights of both the Committee and the Superintendent.

The salary of the Superintendent, additional benefits, vacation entitlement, and other leave shall be determined at the time of his/her appointment (or reappointment) and shall be part of his/her written contract.

All changes in the terms of the contract will be put into explicit written amendments to the contract reviewed by the Committee's legal counsel and signed by both parties.

Additional benefits, such as health and other forms of insurance, annual vacation, holidays, and temporary and extended leaves and absences shall be at least equal to those granted other professional staff members.

Upon the superintendent's retirement, a copy of the employer's submission to the Massachusetts Teachers' Retirement Board shall be filed with the Committee chair.

LEGAL REFS.: M.G.L. 71:41, 71:59

**Revised: September 27, 2005**