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**CANTON PUBLIC SCHOOLS  
CANTON, MASSACHUSETTS**

**PRINCIPAL, DEAN S. LUCE ELEMENTARY SCHOOL**  
**EMPLOYMENT CONTRACT**  
**07-01-2019 – 06-30-2022**

**THIS AGREEMENT** is made by and between the **Canton Public Schools** (hereinafter referred to as "**CPS**") and **Yeshi Gaskin Lamour**.

In consideration of the promises and mutual covenants herein contained, the parties hereto agree as follows:

**1.0 EMPLOYMENT**

**CPS** hereby employs **Yeshi Gaskin Lamour** as **Principal, Dean S. Luce Elementary School** for the public schools of the Town of Canton, Massachusetts, and **Yeshi Gaskin Lamour** (hereinafter referred to as the "**Principal**") hereby accepts such employment with the terms and conditions set forth below.

**2.0 TERM OF AGREEMENT**

The **Principal** shall be employed under the terms of the contract contemplated herein for the three (3) year period commencing on July 1, 2019 and continuing until June 30, 2022.

**3.0 COMPENSATION**

The **Principal** shall be paid an annual salary at the rate of one hundred and twenty-five thousand (\$125,000.00) dollars for the period of July 1, 2019 - June 30, 2020. The Superintendent and the **Principal** shall meet at least ninety (90) days prior to July 1 of each subsequent year of the contract for the purpose of reviewing and establishing the **Principal's** salary to take effect as of July 1 of the next contract year.

**4.0 DUTIES and RESPONSIBILITIES**

4.1 The **Principal** shall faithfully carry out the duties of her position in accordance with the provisions of the existing job description. The **Principal** recognizes that her responsibilities and conduct are not determined by prescribed hours and conditions and will perform the directed and implied duties of her position as determined by the Superintendent and will expend the time and effort necessary to effectively achieve the goals and purposes of the **CPS**.

4.2 The **Principal** may accept speaking, writing, lecturing or other engagements of a professional nature of a short-term duration, so long as they do not derogate from her duties as **Principal**. The **Principal** is responsible for ensuring that any such engagements do not present a conflict of interest or otherwise violate the Massachusetts State Ethics Statute. The **Principal's** absence from the district on a regular work day for the purpose of pursuing her

1 personal professional interests, rather than the interests of the district, requires the approval of  
2 the Superintendent of Schools.

3  
4 **5.0 WORK YEAR**

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6 The Principal's work year will consist of 215 days, which, unless otherwise approved by the  
7 Superintendent, will include the 183 days that teachers are required to be in school, the ten  
8 days immediately following the close of school in the spring, and the ten days immediately  
9 preceding the opening of school in the fall unless otherwise approved by the Superintendent.  
10 The Principal, in consultation with the Superintendent will schedule the remaining days when  
11 school is not in session. With the advance approval of the Superintendent, the Principal may  
12 take up to three days off during the 183 days that teachers are in school and/or the ten day  
13 periods immediately before and following, so long as she works a commensurate number of  
14 alternative days during that fiscal/contract year, to be scheduled in consultation with the  
15 Superintendent.

16  
17 **6.0 LICENSES**

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19 The Principal shall furnish and maintain throughout the term of her Contract a valid and  
20 appropriate license for the position of school principal in the Commonwealth as required by  
21 Massachusetts General Laws Chapter 71, Section 38G.

22  
23 **7.0 TERMINATION:**

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25 **7.1** In the event that the **Principal** desires to terminate her contract before the term of  
26 service shall have expired, she may do so by giving at least ninety (90) days written notice of  
27 such intention to the Superintendent, with a time for such termination to be jointly established  
28 between the **Principal** and the Superintendent and confirmed in writing.

29  
30 **7.2** The Superintendent may terminate her contract at any time during its term due to  
31 reduction in force or reorganization resulting from declining enrollment or other budgetary  
32 reasons.

33  
34 **7.3** Notwithstanding any provision to the contrary, the Superintendent may dismiss the  
35 Principal, and thus terminate her contract, for good cause. As used herein, "good cause" shall  
36 mean any grounds put forth by the Superintendent which are not arbitrary, irrational,  
37 unreasonable, in bad faith or not relevant to the sound operation of the school system. Prior to  
38 any dismissal for good cause, the Superintendent will notify the **Principal** of the intended  
39 dismissal with an explanation of the grounds therefore and, if the **Principal** so requests, will  
40 provide her with an opportunity for a meeting to review the decision and to present information  
41 pertaining to its basis and to the employee's status.

42  
43 **7.4** In the event her contract is terminated, any and all financial and other obligations by  
44 either party under the contract shall cease.  
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3 **8.0 REIMBURSEMENT FOR EXPENSES/EQUIPMENT**  
4

5 **8.1 Expenses** - Upon the approval of the Superintendent, the Superintendent agrees to  
6 reimburse the **Principal** for reasonable expenses incurred and paid by him/her in the execution of  
7 her job as **Principal**.  
8

9 **8.2 Professional Memberships** – The **Principal** shall be reimbursed up to seven hundred,  
10 fifty (\$750) dollars a year for dues paid to professional organizations.  
11

12 **8.3 Cell Phone** - The Superintendent shall provide the **Principal** and pay the monthly  
13 expenses of a cell phone/PDA for the purpose of conducting school business and the occasional,  
14 incidental personal business. At the conclusion of her term as **Principal**, her equipment shall  
15 remain the property of the **CPS**. The **Principal**, at her discretion, may choose to be reimbursed  
16 the flat sum of \$50 per month towards the cost of her monthly cell phone bills. If so, the **Principal**  
17 will not receive a District cell phone.  
18

19 **8.4 Office Technology** - The **Principal's** office will be equipped with up-to-date computer  
20 hardware and software to enable him/her to fulfill her responsibilities as **Principal**. Her equipment  
21 shall include a laptop, which the **Principal** is free to use outside of her office, including at her home.  
22 At the conclusion of her term as **Principal**, her office equipment, including the laptop, shall remain  
23 the property of the **CPS**.  
24

25 **8.5 Mileage Reimbursement** – The **Principal** shall be reimbursed for pre-approved travel  
26 at the IRS rate.  
27

28 **8.6 PROFESSIONAL DAYS:** With the advance approval of the Superintendent, the  
29 **Principal** may attend educational meetings, workshops and conferences held outside the school  
30 system without loss of pay. Again, with the advance approval of the Superintendent, the  
31 **Principal** may be reimbursed up to \$1,000 a year.  
32

33 **8.7 Out-of-State Conference Expenses** – All requests for out of state conferences shall  
34 be subject to advance approval of the Superintendent.  
35

36 **9.0 STATE RETIREMENT SYSTEM**  
37

38 The **Principal** shall be a member of the Massachusetts Teachers' Retirement System (MTRS)  
39 as required by the General Laws of the Massachusetts, General Laws, Chapter 32, Section 2.  
40

41 **10.0 INSURANCE BENEFITS**  
42

43 The **Principal** shall be entitled to all insurance (medical, hospital, life, and workman's  
44 compensation) benefits and all other fringe benefits currently available to teachers and other  
45 administrators, such benefits not to be reduced unless expressly provided for in her Contract or  
46 agreed upon in the future.

1 **11.0 (Intentionally left blank)**

4 **12.0 LEAVES**

5 **12.1 Sick Leave** – The **Principal** shall be entitled to thirty (30) sick days during the first  
6 year of the contract and fifteen (15) days of sick leave during the second and third years of her  
7 Contract. Sick leave may be accumulated on a year to year basis to a maximum of 180 days.  
8 In addition to personal injury or illness, the **Principal** may use a maximum of five (5) days of her  
9 accrued paid sick leave each year for illness in her immediate family (spouse, child, parent, or  
10 relative living within her household).

11 **12.1a Sick Leave – Additional Days** – The **Principal** shall be awarded sixty (60) sick  
12 days to be used in the event she qualifies for a leave under the Family and Medical Leave Act  
13 ("FMLA"). The additional days can be combined with sick days accumulated from Article 12.1.  
14 If the Sick Leave – Additional Days contemplated in this condition are not used during the term  
15 of the contract, and the Superintendent agrees to extend the contract or offer a new contract to  
16 the **Principal**, this condition shall be added to the extended or new contract.  
17

18 **12.2 Bereavement Leave** – In case of death during the school year of any member of the  
19 **Principal's** family (grandparent, grandchild, brother, sister, mother-in-law, father-in-law, brother-  
20 in-law, and sister-in-law), no reduction of salary or reduction in accumulated sick leave shall be  
21 made for absence not exceeding three (3) school days. In case of death during the school year  
22 of the **Principal's** spouse, parent, child, or person living in the **Principal's** household, no  
23 reduction of salary or reduction in accumulated sick leave shall be made for absence not  
24 exceeding five (5) school days. In case of death during the school year of the **Principal's**  
25 nephew, niece, or other relative not mentioned elsewhere in this Section, one (1) day's leave  
26 without loss of pay or accumulated sick leave shall be granted on the day of the funeral.  
27

28 **12.3 Personal Leave**- The **Principal** shall be entitled to three (3) personal days during  
29 each year of her contract, to be used at her discretion, with prior approval of the Superintendent.  
30

31 **13.0 EVALUATION**

32 **13.1** The **Principal** shall fulfill all aspects of this contract. She shall be evaluated  
33 annually in writing by the Superintendent of Schools. Evaluation will be based on progress  
34 made in relationship to goals that are established each fall by the **Principal** in conjunction with  
35 the Superintendent of Schools in alignment to Massachusetts regulations for educator  
36 evaluations.  
37

38 **13.2** Assessments will be based upon direct observation of the **Principal's** work,  
39 feedback received from parents, students, faculty, and other staff members, as well as  
40 review of written material from the Superintendent of Schools' office and the schools.  
41 Additionally, **Principal** will receive informal feedback from the Superintendent of Schools  
42 throughout the year as part of her ongoing supervision and support.  
43

44 **14.0 ENTIRE AGREEMENT**

1 This Contract embodies the whole agreement between the Superintendent and the **Principal**  
2 and supersedes all prior agreements between the parties. There are no other inducements,  
3 promises, terms, conditions or obligations made or entered into by either party other than those  
4 contained herein. This Contract may not be changed except in writing signed by the party  
5 against whom enforcement thereof is sought.  
6

7 **15.0 WAIVER**

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9 The parties agree that any waiver of any term or provision of this Agreement, by either party,  
10 shall not be binding upon the parties unless said waiver is in writing and signed by both parties.  
11

12 **16.0 INVALIDITY**

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14 If any paragraph or part of this Agreement is invalid, it shall not affect the remainder of said  
15 Agreement, but said remainder shall be binding and effective against all parties.  
16

17 **17.0 CONSTRUCTION OF AGREEMENT**

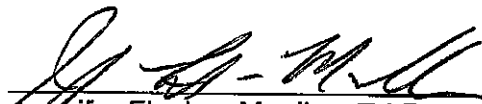
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19 This Agreement shall be executed in triplicate, each of which shall constitute an original and  
20 shall be construed in accordance with the laws of the Commonwealth of Massachusetts as they  
21 are in effect on the date of execution.  
22

23 **18.0 APPROPRIATION**

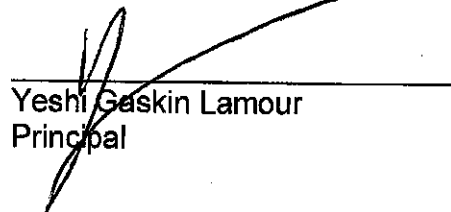
24  
25 The monetary provisions of this Contract are subject to approval and appropriation by the Canton  
26 Annual Town Meeting. If the Canton Annual Town Meeting withholds approval or funding, this  
27 contract will be immediately terminated, without further obligations by the Town of Canton or the  
28 Canton Public Schools.  
29

30 IN WITNESS WHEREOF, the parties have hereunto signed and sealed this Agreement in  
31 triplicate this 11 day of MARCH, 2019.  
32

33 **FOR THE CPS by:**

34  
35   
36 \_\_\_\_\_  
37 Jennifer Fischer-Mueller, Ed.D.  
38 Superintendent of Schools

**Assented to by:**

  
\_\_\_\_\_  
Yeshi Gaskin Lamour  
Principal