

**LITTLE COMPTON  
ADMINISTRATOR'S AGREEMENT  
(School Principal)**

This employment Agreement is entered into this 1st day of July, 2005 by and between the Little Compton School Committee of Rhode Island, hereinafter called the Committee, and Fran L. Blaess, hereinafter called the Administrator. The Committee and the Administrator, for the consideration herein specified, agree as follows:

**1. TERM**

The Committee hereby employs, and the Administrator hereby accepts, employment as Principal commencing on the 1st day of July, 2005 and ending on the 30th day of June, 2008.

This Agreement supersedes all prior written and oral agreements and may be amended by mutual agreement of both parties only in writing executed by both parties.

**2. CERTIFICATION**

The Administrator shall obtain, maintain and furnish to the Committee evidence throughout the life of this Agreement of a valid and appropriate certificate to act as a Principal in accordance with the laws of the State of Rhode Island.

**3. DUTIES**

a. The Administrator will faithfully and diligently observe, enforce and implement the rules, policies and regulations adopted and amended from time to time by the Committee.

b. The Administrator will faithfully and diligently perform all the duties and exercise the powers which are set forth and described in the job description, School Committee regulations and policy and instructions of the Superintendent as the same may be amended from time to time.

c. The Administrator shall, under the direction of the Committee, 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 Committee refers to said Administrator.

d. The Administrator will faithfully and diligently perform, under the advice and direction of the Committee, such other duties and faithfully and diligently exercise such other powers as the Committee shall, from time to time, assign to said Administrator.

e. The Administrator will devote full 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 her skill, ability and knowledge, it being understood, however, that with the approval of the Superintendent and/or the Committee, in writing, said Administrator may undertake outside work consulting, speaking, writing or lecturing, provided the same do not interfere with the full performance of her duties as Administrator hereunder.

f. The Administrator shall annually evaluate, in writing, all certified/non-certified personnel in her area of responsibility and in accordance with School Committee policy. Such evaluations shall be placed in the personnel files.

#### **4. COMPENSATION**

a. The Committee shall pay the Administrator for the period of July 1, 2005 through June 30, 2008. Salary for the period of July 1, 2005 through June 30, 2006 will be at an annual rate of \$80,000.00 to be paid in equal bi-weekly installments. Salary for the period of July 1, 2006 through June 30, 2007 will be at an annual rate of \$82,500.00 to be paid in equal bi-weekly installments. Salary for the period of July 1, 2007 through June 30, 2008 will be at an annual rate of \$85,000.00 to be paid in equal bi-weekly installments. In no event shall the Administrator's salary be reduced during the year, except for suspension, dismissal or leave without pay.

b. Upon request of the Administrator, the Committee shall withhold and transfer a portion of the Administrator's salary to a tax-deferred annuity program approved by the Committee.

#### **5. OTHER COMPENSATION**

The Committee shall provide the Administrator with the same benefits that accrue to other certified employees. The Committee shall provide term life insurance at no cost to the Administrator in an amount equal to other certified employees. The Administrator may purchase multiples of the face amount of the policy in accordance with provisions of the insurance provider.

#### **6. GROWTH**

The Administrator shall be encouraged to join those professional organizations and to attend those professional meetings, conferences and conventions as are approved by the Committee, with approved expenses to be paid by the School Department.

#### **7. HOLIDAYS**

The legal holidays shall be as specified in the Committee approved calendar.

#### **8. TIME**

a. The Administrator shall devote such time and energies as are necessary to perform the duties specified. It is expressly agreed that the duties of this position require the Administrator to work during times beyond normal business hours. No specific hours are prescribed other than those that are necessary to get the job done effectively. Generally, it should be a normal workday with the expectations of staff, team and evening meetings with parents, School Committee, or other job related groups.

b. The work year shall be 210 days, to include the 5 days before and after school opening, with the balance as mutually agreed to.

#### **9. LEAVE**

a. The Administrator shall be entitled to sick leave with pay in an amount equal to other certified employees. Sick leave may not be used for any other purpose nor for redemption upon separation.

b. Other leave may be taken in accordance with Committee policy.

#### **10. EXPENSES**

The Committee shall reimburse the Administrator for all actual and necessary travel and other expenses required in the performance of the official duties

during employment under this Agreement subject to such limitations as provided by law and by Committee policy. This does not include commuting.

## **11. MEDICAL**

Upon the request of the Committee, the Administrator hereby agrees to submit to a comprehensive medical examination by a physician chosen by the Committee. The physician's report shall be filed with the Committee. The cost of said medical examination shall be borne by the Committee. By signing this Agreement, the Administrator consents to the delivery of the medical report to the Committee and completion of such paperwork as may be necessary to effect the above. The Administrator acknowledges that she is critical to the operation of the school system and as such cannot claim the accommodations offered non-critical employees.

## **12. INABILITY**

Should the Administrator, in the exclusive opinion of the Committee, be unable to perform by reason of absence or other event and said inability exists for a continuous period of six (6) months or if said inability is, in the opinion of the Committee, permanent, irreparable or of such nature as to make performance impossible, the Committee may, at its option, terminate this agreement whereupon the respective duties, rights and obligations hereof shall terminate.

## **13. INSURANCE**

The Committee agrees to provide the Administrator with professional liability insurance coverage at no cost to the Administrator.

## **14. EVALUATION**

The Administrator shall be evaluated from time to time by the Committee based, in part, upon the goals and objectives set by the Committee. A written evaluation tool reflective of those goals and objectives will be reviewed with the Administrator prior to its implementation.

## **15. TERMINATION**

This employment Agreement may be terminated by:

- a. mutual agreement of the parties;
- b. retirement, inability or death of the Administrator;
- c. termination by the Committee in accordance with the laws of Rhode Island for but not limited to professional unfitness or inability to serve as role model;
- d. annulment, suspension, lapse or revocation of certification;
- e. in accordance with the provisions of this Agreement; or
- f. lapse of the Agreement or non renewal by the Committee.

It is understood and agreed that the Administrator shall be subject to suspension and/or dismissal by the Committee for cause, such as incompetency, assault, cruelty, insubordination, neglect of duty, incapacity, conduct unbecoming an administrator (scandal, arrest, etc.) or failure, in whole or in part, to observe, perform and comply with the provisions of this Agreement, the directions of the Committee or the policies of the Committee, the law of the State of Rhode Island or the applicable state regulations and rulings. Before any dismissal, the Administrator shall be given a written statement of the cause of such dismissal and shall be entitled to a hearing thereon. Upon such dismissal, this Agreement shall forthwith terminate.

**16. AFFIDAVIT & EXTENSION**

The Administrator swears and affirms that she has not had any disciplinary action taken against her professional certificate as a teacher or administrator in any state, that she is presently certifiable as an administrator without delay in Rhode Island and that she 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.

**17. SURVIVAL & SAVINGS**

If any portion of this Agreement is deemed illegal due to conflict with state or federal law, the remainder of this Agreement shall remain in full force and effect; further, this Agreement does not constitute any obligation either written or implied for re-employment beyond the term set forth herein.

Executed in duplicate original the day and year first written above.

COMMITTEE

By: *A. Daniel Hawley* <sup>Esq.</sup> 7/01/05

ADMINISTRATOR

By: *Em. J. Blawie*