

BOLINAS-STINSON UNION SCHOOL DISTRICT

Contract of Employment of School Principal

EMPLOYMENT AGREEMENT

This agreement is entered into as of the 1st day of July 2020 by and between the Board of Trustees of the BOLINAS-STINSON UNION SCHOOL DISTRICT, hereinafter referred to as "Board" and Michelle Stephens, hereinafter referred to as "Principal." The above named parties hereby mutually agree as follows:

1. TERM

The District hereby employs the School Principal for a period beginning July 1, 2020 through June 30, 2021. Upon satisfactory evaluation given to the Principal before March 15, the term of the contract will be extended until June 30, 2023.

2. SALARY

The School Principal's base annual salary from July 1, 2020 through June 30, 2021 will be at a rate of \$134,290. Subject to satisfactory evaluation, the principal's salary shall be increased by the average step adjustment granted to certificated non-management employees and any additional negotiated salary increase received by those employees.

3. DUTIES

The School Principal shall perform duties as prescribed by the laws of the State of California. The School Principal shall have such powers and duties which are delegated to her by the Superintendent. The School Principal shall execute all powers and duties in accordance with the policies adopted by the Board and the rules and regulations of the State Board of Education.

4. SCHOOL PRINCIPAL PERFORMANCE OBJECTIVES

As soon as practicable after the execution of this agreement, the Superintendent and School Principal shall meet to establish the School Principal's performance objectives. Said performance objectives shall be reduced to writing and shall be based on the duties and responsibilities set forth in this agreement. On or prior to September 15 the parties will meet to establish performance objectives for the contract year. A professional development plan including a proposed budget, will be developed by the Superintendent.

5. EVALUATION

The Superintendent shall evaluate the performance of the School Principal at least once in the contract year. This evaluation normally will take place prior to March 1. A copy of the written evaluation will be given to the School Principal, and a copy will be placed in the School Principal's personnel file.

The School Principal's evaluation process may include:

1. Alignment with District/Site goals.
2. Input from certificated/classified staff and parents.
3. Self evaluation (may include portfolio data).
4. Superintendent input (includes information from visits, observation, etc.)

6. FRINGE BENEFITS

The School Principal shall receive fringe benefits equal to those of other certificated employees of the District.

7. EXPENSE ALLOWANCE

The School Principal shall be reimbursed for actual and necessary expenses incurred within the scope of employment as approved by the Superintendent, and in accordance with applicable District policy. Mileage reimbursement will be paid by the District for required travel at the District rate.

8. SERVICE

The School Principal shall be required to render Two Hundred Ten (210) days of full and regular service to the District during the period of this contract. Specific work days for the School Principal's 210-day work year will be approved by the Superintendent. The School Principal will complete a work year calendar for Superintendent approval prior to July 1 of the contract year. Additional days, beyond the 210 days, may be contracted by mutual agreement of the Board, the Superintendent and the School Principal at the School Principal's per diem rate.

9. PROFESSIONAL MEETING AND MEMBERSHIP

The Principal may attend reasonably appropriate professional meetings at the local and state level. The District shall pay the expenses of attendance at any such meeting taking place in Marin County, and shall pay the expenses of attendance at any other such meetings outside of Marin County, in another part of California if such attendance is approved by the Superintendent and/or Board of Trustees in advance. The District shall pay the Principal's dues and other fees necessary to maintain his membership in ACSA and ASCD.

The Principal shall be entitled to utilize up to five paid professional development days each year during the term of this agreement. The Principal will submit a proposal to the Superintendent for participation in a professional development activity that directly relates to the goals of the District, promotes leadership, and supports the mission of the District. The District shall cover all expenses for the approved activity.

10. APPLICABLE LAW

This agreement is subject to all applicable laws of the State of California, rules and regulations of the State Board of Education, and rules and regulations and policies of the Board, all of which are made a part of the terms and conditions of this contract as though set forth herein. The parties also agree that, in the event of litigation, venue shall be the proper state or federal court located in Marin County.

This agreement contains the entire agreement and understanding between the parties. There are no oral understandings, terms or conditions, and neither party has relied upon any representation, express or implied, not contained in this agreement.

The School Principal may not assign or transfer any rights granted or obligations assumed under this agreement.

The School Principal shall be considered a school site administrator for the purpose of Education Code Section 44956.5.

This agreement cannot be changed or supplemented orally. It may be modified or superseded only by a written instrument executed by both parties.

The School Principal represents that he is, on the date of this agreement, a holder of a valid California School Administrator's Credential, a valid California Teacher's Credential, and a valid California Driver's License.

All agreements and covenants contained herein are severable in that in the event any of them shall be held invalid by any competent Court, this contract shall be interpreted as if such invalid agreements or covenants were not contained herein.

Michelle Stephens, School Principal
Bolin-as-Stinson Union School District

Nathan Siedman, Board President
Bolin-as-Stinson Union School District

Date: _____

Date: _____