



HOPE DALE PUBLIC SCHOOLS

OFFICE OF THE SUPERINTENDENT

JUNIOR-SENIOR HIGH SCHOOL BUILDING
25 ADIN STREET
HOPE DALE, MASSACHUSETTS 01747

PATRICIA C. RUANE Ed.D.
SUPERINTENDENT OF SCHOOLS

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SCHOOL ACCOUNTANT CONTRACT

This agreement made effective July 1, 2007, BY AND BETWEEN THE Hopedale School Committee, hereinafter referred to as the "Committee", acting through the Superintendent of Schools, hereinafter referred to as the "Superintendent", and Elizabeth Callahan, hereinafter referred to as the "Accountant."

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

1. **Employment** – *The Committee hereby agrees to employ Elizabeth Callahan as the Accountant in the Hopedale Public Schools, and Elizabeth Callahan agrees to accept that employment subject to the terms and conditions of this agreement.*
2. **Term** – *The Accountant shall be employed for a period, commencing on July 1, 2007 and terminating on June 30, 2009.*
3. **Renewal/Extension** – *This contract shall not be renewed or extended except by specific action. Negotiations relative to the terms of a successor agreement shall be initiated not later than April 1st of the year in which the contract is to expire.*
4. **Termination** -
 - a. *Notwithstanding the provisions otherwise set forth in this agreement, the Accountant may terminate this agreement before the term of service shall have expired by providing at least ninety (90) business days written notice of her intention to do so to the Superintendent;*
 - b. *Notwithstanding provisions otherwise set forth in this agreement, nothing shall preclude the rights of the Superintendent pursuant to Massachusetts General Laws to terminate the contract with the Accountant for good cause. For the purposes used herein, "good cause" shall mean any grounds put forth by the Superintendent which is not arbitrary, irrational, unreasonable, in bad faith or irrelevant to the sound operation of the school system. No arbitrator may apply a definition of "good cause" other than as it appears herein, and arbitral review shall be limited to the question of whether such grounds were put forth in good faith.*
5. **Duties** – *The Accountant recognizes that her responsibilities and conduct are not determined by prescribed hours and conditions, and agrees to 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 Hopedale Public Schools.

For these purposes, in addition to the above and following, the duties of the Accountant shall be as defined in the Accountant job description, attached and incorporated herein to by reference.

6. **Compensation** – *The Accountant's salary under this agreement shall be as follows:
July 1, 2007 – June 30, 2008 - \$50,470.
Compensation for the second year of this contract shall be determined by the Superintendent, and will at least equal percentage increases given to non-union employees.*
7. **Annual Work Year** – *The Accountant is employed for a twelve (12) month work year.*
8. **Benefits and Leave** – *The Accountant shall be entitled to all insurance (medical and life) benefits currently available to members of Unit A of the Hopedale Educational Association. Additionally, the Accountant shall be entitled to the following specific fringe benefits:*
 - a. **Sick Leave** – *The Accountant shall be entitled to fifteen (15) days annual sick leave that may be accumulated to seventy five (75) days.*
 - b. **Annual Vacation** –
 1. *The Accountant shall be entitled to twenty (20) working days annual vacation exclusive of legal holidays.*
 2. *Unused vacation days may be accumulated up to five (5) days and carried over into the next year, with prior approval of the Superintendent..*
 - c. **Paid Holidays** – *The Accountant shall be allowed the following paid holidays annually: New Year's Day, Martin Luther King Day, Presidents' Day, Patriots' Day, Memorial Day, July 4th, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, day after Thanksgiving, and Christmas Day, when those days fall within the work week.*
 - d. **Personal Days** – *The Accountant shall be entitled to three (3) personal days per year. These are non-cumulative.*
 - e. **Reimbursement of Expenses** – *The Accountant shall be entitled to reimbursement for all out-of-pocket expenses reasonably incurred in the performance of her duties under this contract. Such expenses shall include, but not be limited to professional dues approved by the Superintendent, cost of attendance and transportation to and from area and state meetings and*

conferences approved by the Superintendent, and costs for transportation, meals, and lodging incurred as part of those conferences, meetings and workshops.

9. **Entire Agreement** - This contract embodies the whole agreement between the Hopedale School Committee through the Superintendent of Schools and the Accountant. There are no inducements, promises, terms, conditions or obligations made or entered into by either party.
10. **Severability** - If any paragraph or part of this agreement is subsequently found to be invalid, it shall not affect the remainder of said agreement, which said remainder shall be binding and effective against all parties.

In witness whereof the parties here unto signed and sealed this agreement, the
12th day of July, 2007.

Accountant

Elizabeth Callahan
Signature

08.01.07
Date

For the School Committee

Patricia C. Ruane
Signature

July 12, 2007
Date