

**GLOUCESTER PUBLIC SCHOOLS**  
**Gloucester, Massachusetts**

**Employment Contract**

Agreement made this **6<sup>th</sup> day of September 2007** by and between the Superintendent of the Gloucester Public Schools hereinafter referred to as the “Superintendent” and the “**Literacy Specialist.**”

In consideration of the mutual promises herein contained and other good and valuable considerations, the receipt of which is hereby acknowledged, the parties agree as follow:

1. **EMPLOYMENT:**

Subject to any applicable provisions of state law or regulations, the School Department hereby employs a part-time **Literacy Specialist** in Gloucester, Massachusetts, and accepts employment as a part-time **Literacy Specialist** in Gloucester, Massachusetts upon the terms and conditions hereinafter provided.

2. **TERM:**

The term of this agreement shall commence on **September 5, 2007** and shall end on **June 30, 2008**. This appointment is for the 2007 – 2008 school year.

3. **COMPENSATION:**

The Gloucester Public Schools agrees to pay the **Literacy Specialist \$24,405. per annum for a minimum of 15 hours per week for the school year. Jennifer Athanas will be expected to participate in two Professional Days and four early-release day activities.** Her schedule will be by arrangement with Dr. Shayne Trubisz, Assistant Superintendent, and will follow the Gloucester Public Schools’ calendar with a basic schedule as follows:

Tuesday	8:30 – 11:30
Wednesday	8:30 – 2:30
Thursday	8:30 – 11:30
Friday	8:30 – 11:30

She shall be supervised by Dr. Shayne Trubisz, Assistant Superintendent.

4. **DUTIES AND RESPONSIBILITIES:**

The **Literacy Specialist** shall diligently, faithfully, and competently perform the duties and responsibilities set forth in the job description as

5. **FRINGE BENEFITS:**

- A. **Sick Leave** – The **Literacy Specialist** shall be entitled to **5** sick days and **1** personal day per year.
- B. **Group Insurance** – The **Literacy Specialist** is not eligible for group insurance coverage during the length of this contract.
- C. **Dental Plan** – The **Literacy Specialist** is not eligible for dental insurance coverage during the length of this contract.

6. **INVALIDITY:**

If any paragraph or part of this agreement is invalid, it shall not affect the remainder of said agreement, but said remainder shall be binding and effective on all parties.

7. **ENTIRE AGREEMENT:**

This contract contains the entire agreement between the parties. It may not be amended orally but may be amended only by agreement in writing signed by both parties. Commencing upon signing, it supersedes all prior agreements between the parties.

8. **TERMINATION:**

In the event the **Literacy Specialist** desires to terminate this agreement, he/she shall endeavor to give 60 days notice to the **Superintendent**. At the least, however, he/she shall give 30 days notice to the **Superintendent**. In the event the Superintendent wishes to terminate this contract the employee will be given at least 30 days notice.

The Superintendent may dismiss, demote or suspend the **Literacy Specialist** for good cause. “Good cause” shall mean any ground which is put forth by the Superintendent in good faith and which is not arbitrary, irrational, unreasonable, or irrelevant to the task of building up and maintaining an efficient school system.

9. **CONTRACT:**

It is agreed by both parties that the **Literacy Specialist** reports directly to the Dr. Shayne Trubisz, Assistant Superintendent of Schools

Please sign and return one copy to the Superintendent’s Office.