**BOYCEVILLE COMMUNITY SCHOOL DISTRICT**
**PRINCIPAL'S CONTRACT**

IT IS HEREBY AGREED by and between the Board of Education of the Boyceville Community School District (hereinafter designated as "Board") and **[NAME]** (hereinafter designated as Principal).

TERM

THIS CONTRACT SHALL COVER a period of two (2) years beginning on July 1, 2026, and ending June 30, 2028. Unless the Board notifies Employee by June 30, 2027, of its intent to not do so, the contract shall be subject to a two-year extension to cover the 2027-2028 and 2028-2029 school years and the parties shall enter into a new contract for the 2027-2029 term.

Unless the Board notifies Employee by January 31, 2028, of its intent not renew, that contract shall be subject to a single one-year extension to cover the 2029-2030 school year and the parties shall enter into a new written contract for the 2028-2030 term.

*The contract year shall be July 1 through June 30, and any pro-rations applicable to this contract shall be determined on the basis of 261 days.

DUTIES

Principal agrees to faithfully perform at a professional level of competence the services, duties, and obligations required by the laws of the State of Wisconsin and the rules, regulations, directives, and policies of the Board which are now existing or which may hereinafter be enacted by the Board. Principal shall perform such other duties, services or obligations as from time to time may be assigned. Principal agrees that a condition of employment is that he must have state-required certification and licensing. Principal agrees to devote full time to the duties and responsibilities without the prior approval of the Board.

SALARY

In consideration for the services rendered, the Board will pay an annual salary of **[SALARY]** during the 2026-2027 year. The Principal shall begin work on July 1, 2026. The salary shall be paid by the Board periodically (on the 15th and 30th of each month) through the term of the contract pursuant to its normal payroll policy less deductions required by Federal and State law or deductions authorized by Principal and permitted Board policy. In addition, the Board agrees to contribute **$3,000** toward a tax sheltered annuity program of the Principal's choice. Payment shall be in twenty-four (24) equal monthly payments. Principal salary for 2026-2027 may be increased at a later date at the discretion of the Board and the new salary for 2027-2028 will be set at a later time but will not be less than the prior years' salary.

CONTINUATION OF BENEFITS

The Board agrees that the fringe benefits, including the Retirement Health Insurance provision, as set forth in this contract shall continue in successor contracts between the Board and Principal until and unless otherwise modified by mutual agreement between the parties.

ADDITIONAL BENEFITS

The Board agrees to provide the following additional fringe benefits:

a. Sick Leave - Principal shall be entitled to twelve (12) sick leave days annually, cumulative to a total of 104 days. In the event Principal total exceeds 104, he shall be paid $20 per day for those days over the 104 maximum accumulation not used in a given school year. He shall be credited with 60 days upon hire, but these 60 days shall not count toward the 104 maximum accumulation for the payout of $20 per day. In the event the Principal is unable to substantially perform the duties and responsibilities required of their position by reason of illness or injury, the Board may make a proportionate deduction from the stipulated salary. Further, if such disability is of such nature as to make the substantial performance of their duties impossible, the Board may terminate this contract.

b. Vacation - An employment year shall be considered as a 12-month period beginning July 1 and ending June 30. During an employment year, Principal shall be entitled to take twenty-five (25) vacation days. Vacations days may be taken during the school year with prior approval of the Superintendent. The remainder of vacation shall be taken in the summer, or non-teacher/student days. Vacation time shall not be carried over or be cumulative.

c. Holidays – Principal shall be entitled to ten holidays – Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve Day, Christmas Day, New Year's Eve Day, New Year's Day, Good Friday, and Memorial Day.

d. Health Insurance - The cost of participation in the District's group family or single health insurance program shall be paid by the Board, except for $30/month for a family plan or $15/month for a single plan.

e. Dental Insurance - The cost of participation in the district's group dental insurance program shall be paid by the Board.

f. Retirement - The Board will pay 50% of the actuarial required contribution to the state retirement plan as required by the Employee Trust Fund.

g. Life Insurance - the cost of participation in the District's group life insurance program shall be paid by the District.

h. LTD Insurance - The cost of participation in the District's Group Long-Term Disability insurance policy shall be paid by the Board.

i. Membership in Professional Organizations - The Board shall pay the membership dues and auxiliary expenses for membership in AWSA and NASSP.

j. Jury Duty – The Principal shall be allowed paid leave for jury duty, but shall turn over the jury duty pay (excluding mileage reimbursement) to the District.

k. Seminars, Conventions, Meetings - Cost of fees, lodging, and meals (at rates established

by District Policy) for out of district travel required by Board shall be provided to Principal by Board. All such out of district travel shall be authorized in advance by the Board. The necessary amount of paid professional leave and actual costs of travel, fees, lodging, and meals (limited by then current Board Policy) for attendance at State and National conventions and Regional meetings of high value to Principal's professional growth, shall be provided by the Board provided such leaves are approved in advance by the President of School Board. The entire Board shall approve attendance at National conventions. Principal shall be allowed to attend a National convention every year.

l. Social Security – The District shall pay the employer's share of Social Security as required by law. Principal shall pay employee's share as required by law.

m. Leave – The Principal will be granted five (5) funeral days, two (2) personal days, and unpaid leave as provided to District Administrative team. Child-rearing leave of up to one year.

n. Graduate Training – The Board shall pay the full cost of graduate course fees for nine credits each calendar year.

o. Professional Liability Insurance – The Board shall provide or self-fund professional liability insurance for the Principal.

p. Moving Expense/Residency Stipend – The Board shall pay a $5,000 one-time stipend towards moving expenses and when establishing residency within the school district. The stipend to be paid when principal establishes residency within the district.

q. Severance Pay – If, after ten (10) years of continuous employment, the Principal leaves the employ of the Board for any reason other than discharge for just cause, the Board shall pay the Principal the sum of $20 per day for each day of unused sick leave (not including the 60 days credited upon hire).

r. Leave of Absence – After five (5) full years of employment, the Principal shall be entitled to a leave of absence for one year without pay.

## BOARD'S RESPONSIBILITIES AND RIGHTS

The Board reserves all management rights not abrogated by this Agreement. The rights of the Board include, but are not limited to the following:

a. To direct all operations
b. To establish reasonable work rules and schedules of work
c. To assign duties or responsibilities or transfer Principal to other position within the District.
d. To suspend or take other disciplinary action against the employee for just cause.
e. To determine the kind and amount of service to be performed by the Principal.
f. To change insurance carriers and/or self-fund insurance programs.
g. To determine the methods, means and personnel by which District operations are to be conducted.

h. To evaluate Principal's performance on an annual basis.

NONRENEWAL

The renewal or nonrenewal of this agreement shall follow the procedure set forth in Section 118.24 Wisconsin Statutes. Principal shall have the right to prior written notice of any allegations of deficient performance. Principal shall also have an opportunity to request and have a fair and impartial hearing before the Board regarding those perceived deficiencies. Principal shall have the right to prior written notices of the time and place of said hearing. Principal shall have the right to demand that the hearing be held in open session. Principal shall have the right to present testimony and cross examine those making the allegations. Principal shall have the right to be represented by counsel of his choice at such a hearing. Principal shall have the right to a decision which is neither arbitrary nor capricious.

TERMINATION

The parties understand that this is a solemn, binding contract. This contract may be terminated prior to the end of the term by mutual agreement of both parties.

The Board may terminate this Agreement and discharge Principal during the term of this Agreement for just cause. The Principal shall receive prior written notice of the charges. The Principal shall have an opportunity to request and have a fair and impartial hearing before the Board regarding those charges. Principal shall have the right to prior written notice of the time and place of said hearing. The Principal shall have the right to demand that the hearing be held in open session. The Principal shall have the right to present testimony and cross examine those making the allegations. The Principal shall have the right to be represented by counsel of his choice at such hearings.

SAVING

In case of direct conflict between any rules, regulations or policies of the Board and any specific provision of this Agreement, this Agreement shall control. If any articles of this Agreement or portions thereof is held to be invalid or if compliance with or enforcement of any part of said article is restrained by any tribunal, the remainder of this Agreement shall not be affected thereby.

RETIREMENT BENEFITS

After seven (7) years of employment in the District, the Board of Education shall offer a health insurance plan to said Principal who elects to retire at age not sooner than 57. The health insurance plan shall be in accordance with the then contract in effect at the time of retirement. This offer of participation in the health insurance plan shall be for a period of 60 months of family coverage or until such time as the retiree qualifies for Medicare, whichever comes first. The Principal may instead elect at the time of retirement to take single coverage for a period of time not to exceed 120 months or until such time as the retiree qualifies for Medicare, whichever comes first. The District's cost will be fixed at the exit year premium costs.

The retirement plan cannot begin during the school year except for special circumstances with

the approval of the Board.

Declaration of early retirement shall be filed in the District Office on or before February 15th.

This contract is subject to review should the IRS rules for Highly Compensated Employees deem this contract not to be in compliance.

All parties have read and understand the provisions of this Agreement and agree to abide by its provisions.

Dated this _____ day of _____, 2026

**SCHOOL BOARD OF THE BOYCEVILLE COMMUNITY SCHOOL DISTRICT:**

By:_____
President

By:_____
Vice-President

By:_____
Clerk

By:_____
Treasurer

By:_____
Member

**[NAME]**

By:_____
[POSITION]