

13. **Termination:** The superintendent shall be subject to discharge for cause in accordance with the laws of the State of Maine, and, in the event of such discharge, this Agreement shall terminate and all obligations of Augusta to the Superintendent shall cease. The Superintendent and the School Department may agree upon a termination without cause during the term of this Agreement. Such agreement shall be in writing. ~~may be terminated without cause at any point during the term of this Agreement. In lieu of notice of termination, the Board shall pay six (6) months of severance pay based on the Superintendent's salary at the time. This payment will be made in installments based on the payroll cycle. In consideration for the severance payment, the Superintendent shall enter into a separation agreement that includes a full release of the Board.~~