

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

ADDENDA TO
RICHARD AZULAY
EMPLOYMENT CONTRACT
7/1/15 – 6/30/16

The attached Employment Contract covering the period July 1, 2015 – June 30, 2016 is hereby amended as follows:

2. TERM: Sentence to be amended as read:
The term of this Contract is for a period commencing September 1, 2015 – June 30, 2016.

4. COMPENSATION – Sentence to be amended to read:
Effective July 1, 2015 salary shall be \$80,101.

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS
ADDENDA TO THE AGREEMENT AND DUPLICATE THEREOF, ON
THIS 10 DAY OF Sept 2015.


Jennifer A. Henderson
Interim, Superintendent of Schools


Richard Azulay
Board Certified Behavior Analyst
Supervisor

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

ADDENDA TO
RICHARD AZULAY
EMPLOYMENT CONTRACT
7/1/14 – 6/30/16

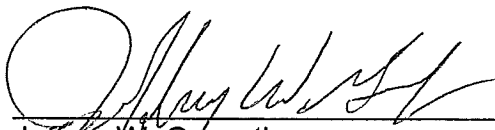
The attached Employment Contract covering the period July 1, 2012 – June 30, 2014 is hereby amended as follows:

2. TERM

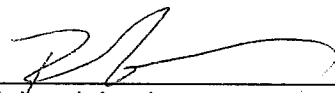
The term of this Contract is for two years commencing July 1, 2014 through June 30, 2016. The Superintendent and the Board Certified Analyst Supervisor provided either has notified the other in writing of their desire to commence negotiations for a successor agreement, will endeavor to reach agreement on a successor contract on or before July 1, 2016. For purposes of this Agreement, the anniversary date shall be considered to be July 1 of each year.

4. COMPENSATION – Sentence to be amended to read:
Effective July 1, 2014 salary shall be \$78,530.

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS
ADDENDA TO THE AGREEMENT AND DUPLICATE THEREOF, ON
THIS 25th DAY OF June, 2014.



Jeffrey W. Granatino
Superintendent of Schools



Richard Azulay
Board Certified Behavior Analyst
Supervisor

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

ADDENDA TO
RICHARD AZULAY
EMPLOYMENT CONTRACT
7/1/12 – 6/30/14

The attached Employment Contract covering the period July 1, 2012 – June 30, 2014 is hereby amended as follows:

3. WORK YEAR - The position requires 216 days of work, which shall include all days that school is in session unless otherwise approved by the Superintendent. The per diem rate for this position shall be 1/216 of the annual salary.
4. COMPENSATION – Sentence to be amended to read:
Effective July 1, 2013 salary shall be \$76,990.

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS
ADDENDA TO THE AGREEMENT AND DUPLICATE THEREOF, ON
THIS 22nd DAY OF August 2013.


Jeffrey W. Granatino
Superintendent of Schools


Richard Azulay
Board Certified Behavior Analyst
Supervisor

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

ADDENDA TO
RICHARD AZULAY
EMPLOYMENT CONTRACT
7/1/12 – 6/30/14

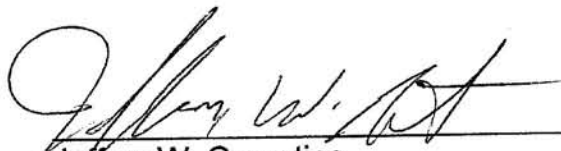
The attached Employment Contract covering the period July 1, 2012 – June 30, 2014 is hereby amended as follows:

2. TERM

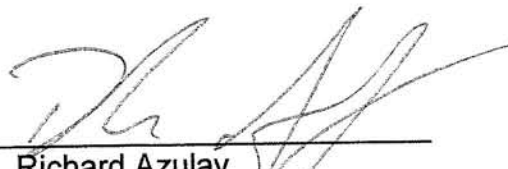
The term of this Contract is for two years commencing July 1, 2012 through June 30, 2014. The Superintendent and the Board Certified Analyst Supervisor provided either has notified the other in writing of their desire to commence negotiations for a successor agreement, will endeavor to reach agreement on a successor contract on or before July 1, 2014. For purposes of this Agreement, the anniversary date shall be considered to be July 1 of each year.

4. COMPENSATION – Sentence to be amended to read:
Effective July 1, 2012 salary shall be \$75,480 (2% increase). The superintendent and Board Certified Analyst Supervisor shall meet prior to July 1, 2013 for the purpose of reviewing the Board Certified Analyst Supervisor's salary to take effect on July 1, 2013.

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS
ADDENDA TO THE AGREEMENT AND DUPLICATE THEREOF, ON
THIS 28th DAY OF June 2012.



Jeffrey W. Granatino
Superintendent of Schools



Richard Azulay
Board Certified Behavior Analyst
Supervisor

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

ADDENDA TO
RICHARD AZULAY
EMPLOYMENT CONTRACT
7/1/12 – 6/30/14

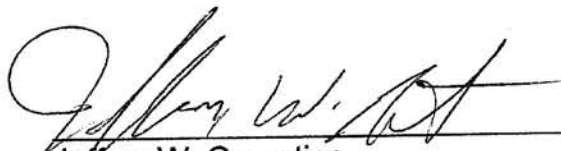
The attached Employment Contract covering the period July 1, 2012 – June 30, 2014 is hereby amended as follows:

2. TERM

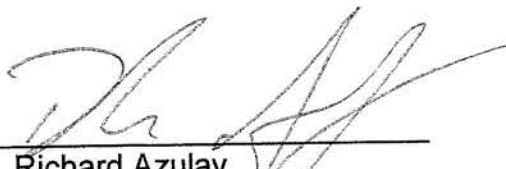
The term of this Contract is for two years commencing July 1, 2012 through June 30, 2014. The Superintendent and the Board Certified Analyst Supervisor provided either has notified the other in writing of their desire to commence negotiations for a successor agreement, will endeavor to reach agreement on a successor contract on or before July 1, 2014. For purposes of this Agreement, the anniversary date shall be considered to be July 1 of each year.

4. COMPENSATION – Sentence to be amended to read:
Effective July 1, 2012 salary shall be \$75,480 (2% increase). The superintendent and Board Certified Analyst Supervisor shall meet prior to July 1, 2013 for the purpose of reviewing the Board Certified Analyst Supervisor's salary to take effect on July 1, 2013.

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS
ADDENDA TO THE AGREEMENT AND DUPLICATE THEREOF, ON
THIS 28th DAY OF June 2012.



Jeffrey W. Granatino
Superintendent of Schools



Richard Azulay
Board Certified Behavior Analyst
Supervisor

**CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS**

**BOARD CERTIFIED BEHAVIOR ANALYST SUPERVISOR
EMPLOYMENT CONTRACT**

This AGREEMENT is made this 3rd day of September 2010 between the Canton Public Schools acting through its Superintendent ("Superintendent"), and Richard L. Azulay; hereinafter referred to as the "Board Certified Behavior Analyst" (BCBA).

IN CONSIDERATION of the mutual promises contained herein, the parties hereto mutually covenant and agree as follows:

1. EMPLOYMENT:

The Superintendent hereby employs Richard L. Azulay, as a Board Certified Behavior Analyst for the Canton Public Schools, and Richard L. Azulay hereby accepts employment subject to the terms and conditions hereinafter provided.

2. TERM:

The BCBA shall be employed for a two year period commencing on September 7, 2010 through June 30, 2012. The Superintendent and the BCBA, provided either has notified the other in writing of their desire to commence negotiations for a successor agreement, will endeavor to reach agreement on a successor contract on or before July 1, 2012.

3. WORK YEAR:

The position requires 229 days of work, which shall include all days that school is in session unless otherwise approved by the Superintendent. The per diem rate for this position shall be 1/229 of the annual salary.

4. COMPENSATION:

The Employer agrees to pay the BCBA in consideration of the faithful, diligent and competent performance of his duties and responsibilities as BCBA, an annual salary of \$74,000 (prorated) for the period September 3, 2010 through June 30, 2011.

5. TERMINATION:

A. In the event that the BCBA desires to terminate this contract before the term of service shall have expired, he may do so by giving at least ninety (90) days written notice of such intention to the Superintendent, with a time for such termination to be jointly established between the BCBA and the Superintendent and confirmed in writing.

B. The Superintendent may terminate this contract at any time during its term due to reduction in force or reorganization resulting from declining enrollment or other budgetary reasons.

C. Notwithstanding any provision to the contrary, the Superintendent may dismiss the BCBA, and thus terminate this contract, for good cause. As used herein, "good cause" shall mean any grounds put forth by the Superintendent which are not arbitrary, irrational, unreasonable, in bad faith or not relevant to the sound operation of the school system. Prior to any dismissal for good cause, the Superintendent will notify the BCBA of the intended dismissal with an explanation of the grounds therefore and, if the BCBA so requests, will provide her with an opportunity for a meeting to review the decision and to present information pertaining to its basis and to the employee's status.

D. In the event this contract is terminated, any and all financial and other obligations by either party under the contract shall cease.

6. **DUTIES:**

The BCBA shall faithfully carry out the duties of his position in accordance with the provisions of the existing job description. The BCBA recognizes that his responsibilities and conduct are not determined by prescribed hours and conditions and will perform the directed and implied duties of his position as determined by the Superintendent and will expend the time and effort necessary to effectively achieve the goals and purposes of the Canton Public Schools.

7. **PERSONAL BUSINESS DAYS:**

The BCBA will be entitled to three (3) personal business days per work year, subject to advance approval by the Superintendent.

8. **REIMBURSEMENT OF EXPENSES:**

The Superintendent may, at his own discretion, reimburse the BCBA for expenses incurred in attendance at local, state, and national meetings.

9. **STATE RETIREMENT ASSOCIATION:**

The BCBA shall be a member of the Norfolk County Retirement System as required by M.G.L.

10. **FRINGE BENEFITS:**

The BCBA shall be entitled to all insurance (medical, hospital, dental, and life) benefits currently available to Town employees generally.

11. **SICK LEAVE POLICY:**

The BCBA may earn sick leave at the rate of fifteen (15) days per year. This may be accumulated without limit.

12. **BEREAVEMENT LEAVE:**

In case of death during the work year of any member of the BCBA's family (grandparent, grandchild, brother, sister, brother-in-law, sister-in-law, mother-in-law, or father-in-law), no reduction of salary or reduction in accumulated sick leave shall be made for an absence not exceeding three (3) work days. In case of death during the work year of the BCBA's

spouse, parent, child or relative living with the family, no reduction of salary or reduction in accumulated sick leave shall be made for an absence not exceeding five (5) work days. In case of death during the work year of the BCBA's nephew, niece, or other relative not mentioned elsewhere in this paragraph, one (1) day's leave without loss of pay or accumulated sick leave shall be granted on the day of the funeral.

13. EVALUATION/PERFORMANCE:

The BCBA shall fulfill all aspects of this contract. He shall be evaluated annually by the Assistant Superintendent for Student Services.

14. ENTIRE AGREEMENT:

This contract embodies the entire agreement between the Superintendent and the BCBA and there are no inducements, promises, terms, conditions, or obligations made or entered into by either party other than those contained herein. No modification or addition to this Agreement shall have any effect unless set forth in writing and specifically referred to as a modification or addition to this Agreement and signed by both parties hereto.

15. INVALIDITY:

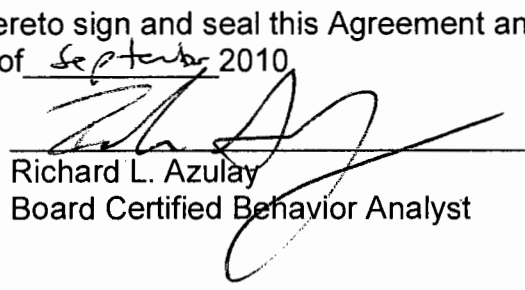
If any paragraph or part of this Agreement is invalid, it shall not affect the remainder of said Agreement, but said remainder shall be binding and effective against all parties.

16. The monetary provisions of this Contract are subject to approval of the Annual Town Meeting.

IN WITNESS WHEREOF, the parties hereto sign and seal this Agreement and a duplicate thereof. This 30 **day of** September **2010**



Jeffrey W. Granatino
Superintendent of Schools



Richard L. Azulay
Board Certified Behavior Analyst