

CANTON PUBLIC SCHOOLS  
CANTON, MASSACHUSETTS

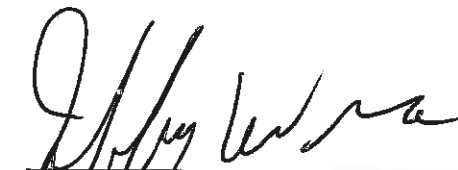
ADDENDA TO


LESLIE TAMARKIN  
EMPLOYMENT CONTRACT  
JULY 1, 2015 – JUNE 30, 2017

The attached Employment Contract covering the period July 1, 2015 – June 30, 2017 is hereby amended as follows:

2. TERM - Sentence to be amended to read:  
The term of this Contract is for two years commencing, July 1, 2015 and running through June 30, 2017. The Superintendent and the Compliance Manager/Transportation Coordinator provided either has notified the other in writing of their desire to commence negotiations for a successor agreement, will meet no later than May 1, 2017 to begin said negotiations and will endeavor to reach agreement on a successor agreement on or before July 1, 2017. 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, 2015 salary shall be \$55,141.
7. VACATION - Sentence to be amended to read:  
The Compliance Manager/Transportation Coordinator will receive the annual allotment of 10 vacation days. After five years of employment in this position, the annual number of vacation days shall increase to fifteen (15) days. In addition, after ten years of employment in this position, the number of vacation days shall increase to twenty (20) days. Vacation days are exclusive of legal holidays. The vacation days in a given year may not be carried forward beyond June 30<sup>th</sup> except with the advance approval of the Superintendent. Maximum carryover shall be five (5) days.
19. LONGEVITY PAY -
- |          |       |          |         |
|----------|-------|----------|---------|
| 5 Years  | \$700 | 10 Years | \$825   |
| 15 Years | \$975 | 20 Years | \$1,100 |

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS ADDENDA TO THE AGREEMENT AND DUPLICATE THEREOF, ON THIS 26<sup>th</sup> DAY OF June 2015.

  
\_\_\_\_\_  
Jeffrey W. Granatino  
Superintendent of Schools

  
\_\_\_\_\_  
Leslie Tamarkin  
Compliance Manager/  
Transportation Coordinator

CANTON PUBLIC SCHOOLS  
CANTON, MASSACHUSETTS

ADDENDA TO

LESLIE TAMARKIN  
EMPLOYMENT CONTRACT  
JULY 1, 2013 – JUNE 30, 2014

The attached Employment Contract covering the period July 1, 2013 – June 30, 2014 is hereby amended as follows:

2. TERM:

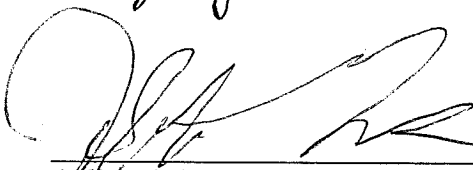
The term of this Contract is for one year commencing, July 1, 2014 and running through June 30, 2015. The Superintendent and the Compliance Manager/Transportation Coordinator provided either has notified the other in writing of their desire to commence negotiations for a successor agreement, will meet no later than May 1, 2015 to begin said negotiations and will endeavor to reach agreement on a successor agreement on or before June 15, 2015. For purposes of this Agreement, the anniversary date shall be considered to be July 1 of each year.

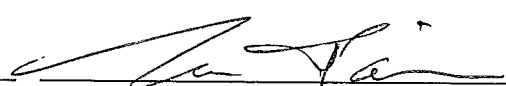
4. COMPENSATION – Sentence to be amended to read:  
Effective July 1, 2014 salary shall be \$54,060.

8. PERSONAL BUSINESS DAYS- Sentence to be amended to read:  
The Compliance Manager/Transportation Coordinator will be entitled to four (4) personal business days per work year, subject to advance approval by the Superintendent.

13. SICK LEAVE POLICY- Sentence to be amended read:  
The Compliance Manager/Transportation Coordinator may earn sick leave at the rate of eighteen (18) days per year. This may be accumulated without limit.

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS ADDENDA TO THE AGREEMENT AND DUPLICATE THEREOF, ON THIS 1<sup>st</sup> DAY OF July 2014.

  
\_\_\_\_\_  
Jeffrey W. Granatino  
Superintendent of Schools

  
\_\_\_\_\_  
Leslie Tamarkin  
Compliance Manager/  
Transportation Coordinator

**CANTON PUBLIC SCHOOLS  
CANTON, MASSACHUSETTS**

**COMPLIANCE MANAGER/TRANSPORTATION COORDINATOR  
EMPLOYMENT CONTRACT**

This **AGREEMENT** is made by and between the Canton Public Schools ("Canton"), acting through its Superintendent ("Superintendent") and Leslie Tamarkin hereinafter referred to as ("Compliance Manager/Transportation Coordinator"). In consideration of the promises herein contained, the parties hereto mutually agree as follows:

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

**1. EMPLOYMENT:**

The Canton Public Schools hereby employs Ms. Tamarkin as a Compliance Manager/Transportation Coordinator, and Ms. Tamarkin (hereinafter referred to as the "Compliance Manager/Transportation Coordinator") hereby accepts such employment subject to the terms and conditions hereinafter provided.

**2. TERM:**

The Compliance Manager/Transportation Coordinator shall be employed for a one year period commencing on July 1, 2013 through June 30, 2014. The Superintendent and the Compliance Manager/Transportation Coordinator, 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 June 30, 2014.

**3. WORK YEAR:**

The Compliance Manager/Transportation Coordinator's work year will consist of 260 days, per a schedule approved by the Superintendent of Schools and/or his designee. Per diem rate is 1/260. The Compliance Manager/Transportation Coordinator will work forty (40) hours per week.

**4. COMPENSATION:**

The Employer agrees to pay the Compliance Manager/Transportation Coordinator in consideration of the faithful, diligent and competent performance of her duties and responsibilities as Compliance Manager/Transportation Coordinator a salary of \$53,000 for the period July 1, 2013 through June 30, 2014 (pro-rated).

**5. TERMINATION:**

A. In the event that the Compliance Manager/Transportation Coordinator desires to terminate this contract before the term of service shall have expired, she 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 Compliance Manager/Transportation Coordinator 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 Compliance Manager/Transportation Coordinator, 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 Compliance Manager/Transportation Coordinator of the intended dismissal with an explanation of the grounds therefore and, if the Compliance Manager/Transportation Coordinator 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 Compliance Manager/Transportation Coordinator shall faithfully carry out the duties of her position in accordance with the provisions of the existing job description. The Compliance Manager/Transportation Coordinator recognizes that her responsibilities and conduct are not determined by prescribed hours and conditions and will 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 Canton Public Schools.

7. **VACATION:**

The Compliance Manager/Transportation Coordinator shall receive ten (10) vacation days to be taken by June 30<sup>th</sup> annually. Vacation days are exclusive of legal holidays. The vacation days in a given year may not be carried forward beyond June 30<sup>th</sup>.

8. **PERSONAL BUSINESS DAYS:**

The Compliance Manager/Transportation Coordinator will be entitled to two (2) personal business days per work year, subject to advance approval by the Superintendent.

9. **PAID HOLIDAYS:**

The Compliance Manager/Transportation Administrator will be granted the following thirteen (13) holidays with pay:

New Year's Day, Martin Luther King Day, Washington's Birthday, Good Friday, Patriot's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, the day after Thanksgiving, and Christmas

Day.

The holidays specified above shall be observed on whatever calendar date they are observed in Massachusetts. Whenever any of the holidays listed above falls on a day during the Compliance Manager/Transportation Administrator's vacation, she will receive a compensatory paid day off in lieu of said holiday.

**10. REIMBURSEMENT OF EXPENSES:**

The Employer may, at the Superintendent's discretion, reimburse the Compliance Manager/Transportation Coordinator for expenses incurred in attendance at local, state, and national meetings. Professional Development expenses will be reimbursed at the discretion of the Director of Student Services and Business Administrator. Mileage reimbursement, as approved by the Director of Student Services and Business Administrator, will be paid at the current IRS rate.

**11. STATE RETIREMENT ASSOCIATION:**

The Compliance Manager/Transportation Coordinator shall be a member of the Norfolk County Retirement System as required by M.G.L.

**12. FRINGE BENEFITS:**

The Compliance Manager/Transportation Coordinator shall be entitled to all insurance (medical, hospital, dental, and life) benefits currently available to Town employees generally.

**13. SICK LEAVE POLICY:**

The Compliance Manager/Transportation Coordinator may earn sick leave at the rate of five (5) days per year. This may be accumulated without limit.

**14. BEREAVEMENT LEAVE:**

In case of death during the work year of any member of the Compliance Manager/ Transportation Coordinator'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 Compliance Manager/Transportation Coordinator'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 Compliance Manager/Transportation Coordinator'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.

**15. EVALUATION/PERFORMANCE:**

The Compliance Manager/Transportation Coordinator shall fulfill all aspects of this contract. The Compliance Manager/Transportation Coordinator and

the Director of Students Services, along with the Business Administrator, shall meet annually and establish management objectives which will become part of the Compliance Manager/Transportation Coordinator's annual evaluation. Performance shall be reviewed annually and new objectives set by the Director of Student Services and Business Administrator with the input of the Compliance Manager/Transportation Administrator on or before the first day of September.

16. **ENTIRE AGREEMENT:**

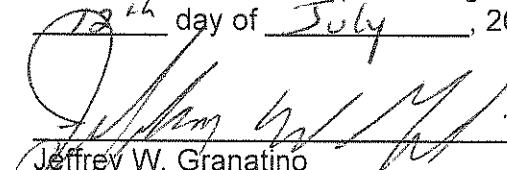
This contract embodies the entire agreement between the Employer and the Compliance Manager/Transportation Coordinator and there are no inducements, promises, terms, conditions, or obligations made or entered into by either party other than those contained herein. No modification or addition to this 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.

17. **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.

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

In witness whereof the parties sign and seal this Agreement and a duplicate thereof this 12<sup>th</sup> day of July, 2013.

  
\_\_\_\_\_  
Jeffrey W. Granatino  
Superintendent of Schools  
Coordinator

  
\_\_\_\_\_  
Leslie Tamarkin  
Compliance Manager/Transportation