

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

3505

DIRECTOR OF GUIDANCE

This **AGREEMENT** is made May 11, 2015 by and between Jeffrey Granatino hereinafter referred to as the "Superintendent", and Meredith S. Chamberland, hereinafter referred to as the "Director". In consideration of the promises herein contained, the parties hereto mutually agree as follows:

1. **EMPLOYMENT:** The Superintendent hereby employs Meredith Chamberland as Director of Guidance for the Canton Public Schools, and the Director hereby accepts employment on the following terms and conditions:
2. **TERM:** The Director shall be employed for the period commencing July 1, 2015 and ending June 30, 2018.
3. **COMPENSATION:** Beginning July 1, 2015, the Director shall be paid an annual salary of \$95,520 in bi-weekly installments through June 30, 2016. The Superintendent and the Director of Guidance shall meet at least sixty (60) days prior to July 1, 2016 for the purpose of reviewing the Director's salary and expenses to take effect on July 1, 2016 through June 30, 2017. It is anticipated that said review should result in a fair and reasonable salary increase, commensurate with the Director's performance evaluation.
4. **DUTIES:** The Director shall faithfully carry out the duties of her position in accordance with the provisions of the existing job description. The Director 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.
5. **WORK YEAR:** The Director's work year will consist of 203 days, which, unless otherwise approved by the Superintendent, will include the 183 days that teachers are required to be in school, the five days immediately following the close of school in the spring, the ten days immediately preceding the opening of school in the fall unless otherwise approved by the Superintendent and five days that are mutually agreed upon with the Superintendent to ensure the Director's responsibilities are fulfilled. The Director, in consultation with the Superintendent will schedule the remaining days when school is not in session. Per diem rate is 1/203.

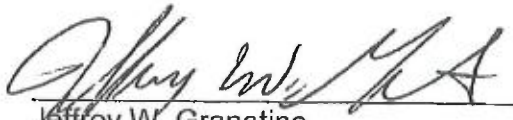
6. **RESIGNATION & DISMISSAL**

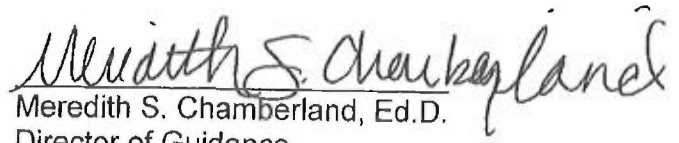
- A. In the event that the Director desires to terminate this contract before the term of service shall have expired, the Director may do so by giving at least 90 days written notice of such intention to the Superintendent, with a time for such termination to be jointly established between the Director and the Superintendent.
 - 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 or demote the Director 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. In the event this contract is terminated for good cause, the Director shall be so notified in writing. Upon request of the Director, she may meet with the Superintendent to review the decision.
 - D. In the event this contract is terminated, any and all financial and other obligations by either party shall cease.
7. **CERTIFICATE:** The Director shall furnish and maintain throughout the term of this contract a valid and appropriate certificate qualifying her to act as a Director of Guidance in the Commonwealth of Massachusetts.
8. **RETIREMENT:** The Director shall be a member of the Massachusetts Teacher's Retirement System.
9. **EVALUATION/PERFORMANCE:** The Director shall fulfill all aspects of this contract. She shall be evaluated annually in writing by the Director of Student Services (in collaboration with the High School and Middle School principals) using an evaluation process consistent with the general laws. Assessments will be based upon direct observation of the Director's work, feedback received from parents, faculty, and other staff members, as well as review of written material from the director's office and the school. Additionally, the Director will receive informal feedback from the principals throughout the year as part of her ongoing supervision and support.
10. **HEALTH AND LIFE INSURANCE:** The Director shall be eligible to participate in the same medical, hospital and life insurance benefits provided by the Town to other employees employed by the Canton School Committee, subject to the same terms and conditions and at the same rate of contribution applicable to said employees.

11. **SICK LEAVE:** Commencing July 1, 2015 and on each July 1 anniversary date thereafter the Director may earn sick leave at the rate of seventeen (17) days per year. Sick leave may be accumulated on a year to year basis to a maximum of 180 days. In addition to personal injury or illness, the Director may use a maximum of five (5) days of her accrued paid sick leave each year for illness in her immediate family (spouse, child, parent, or relative living within his household)
12. **BEREAVEMENT LEAVE:** The Director shall be entitled to all bereavement leave benefits currently available to teachers in the Canton Public Schools.
13. **PERSONAL DAYS:** The Director shall be entitled to three (3) personal days a year, without loss of pay subject to the advance approval of the Superintendent. No reason need be given for the personal days. Any personal days not used will be added to the Director's accumulated sick leave.
14. **SUBSTITUTION OF WORKDAY:** With the advance approval of the Superintendent, the Director may use three of her unpaid vacation days during the 183 days that teachers are required to be in school.
15. **PROFESSIONAL DAYS:** With the advance approval of the Superintendent, the Director may attend educational meetings, workshops and conferences held outside the school system without loss of pay. Again, with the advance approval of the Superintendent, the Director may be reimbursed up to \$500 (five hundred) dollars a year for attendance at such meetings, workshops and conferences.
16. **PAYMENT OF MEMBERSHIP DUES:** The Director shall be reimbursed up to five hundred and thirty (\$530) dollars a year for dues paid to professional organizations.
17. **REIMBURSEMENT OF EXPENSES:** The Director shall be reimbursed for reasonable expenses with the approval of the Superintendent.
18. **ENTIRE AGREEMENT:** This contract embodies the whole agreement between the Superintendent and the Director, 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.
19. **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.

20. The monetary provisions of this Agreement are subject to approval at Annual Town Meeting.

In witness whereof the parties sign and seal this Agreement and a duplicate thereof this 14th day of May 2015.


Jeffrey W. Granatino
Superintendent of Schools


Meredith S. Chamberland, Ed.D.
Director of Guidance