

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

ADDENDA TO

DONNA KILDAY
EMPLOYMENT CONTRACT
September 1, 2015 – August 31, 2016

The attached Employment Contract covering the period September 1, 2015 – August 31, 2016.

2. TERM - Sentence to be amended to read:
The term of this Contract is for a period commencing September 1, 2015 - August 31, 2016.
3. COMPENSATION - Sentence to be amended to read:
The Superintendent agrees to pay the Early Childhood Coordinator, in consideration of the faithful, diligent and competent performance of her duties and responsibilities as Early Childhood Coordinator a total annual salary of \$61,924 for the period September 1, 2015 through August 31, 2016. \$55,924 of this salary reflects her current step/lane status as an Early Childhood Teacher. In addition, she will receive a \$6,000 stipend in her role as Early Childhood Coordinator.

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS ADDENDA TO THE AGREEMENT AND DUPLICATE THEREOF, ON THIS 4th DAY OF September 2015.



Jennifer A. Henderson
Interim Superintendent of Schools



Donna Kilday
Early Childhood Coordinator

**CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS**

Early Childhood Coordinator

This **AGREEMENT** is made as of August 27, 2014 by and between Jeffrey Granatino, hereinafter referred to as the "Superintendent", and Donna Kilday, hereinafter referred to as the "Early Childhood Coordinator." In consideration of the promises herein contained, the parties hereto mutually agree as follows:

1. **EMPLOYMENT:** The Superintendent hereby employs Donna Kilday as the "Early Childhood Coordinator" and the Early Childhood Coordinator hereby accepts employment on the following terms and conditions:
2. **TERM:** The Early Childhood Coordinator shall be employed for a period commencing on August 27, 2014 through August 31, 2015. The Superintendent and the Early Childhood 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 July 1, 2015.
3. **COMPENSATION:** The Superintendent agrees to pay the Early Childhood Coordinator, in consideration of the faithful, diligent and competent performance of her duties and responsibilities as Early Childhood Coordinator a total annual salary of \$58,585 for the period September 1, 2014 through August 31, 2015. \$53,585 of this salary reflects her current step/lane status as an Early Childhood Teacher. In addition, she will receive a \$5,000 stipend in her role as Early Childhood Coordinator.
4. **DUTIES:** The Early Childhood Coordinator shall faithfully carry out the duties of her position in accordance with the provisions of the existing job description. The Early Childhood 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 or his/her designee and will expend the time and effort necessary to effectively achieve the goals and purposes of the Canton Public Schools.
5. **WORK YEAR:** The Early Childhood Coordinator's work year will consist of the 183 day school year calendar. The per diem rate shall be 1/183.
6. **TERMINATION:**
 - A. In the event that the Early Childhood 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 Early Childhood 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 Early Childhood 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 Early Childhood Coordinator of the intended dismissal with an explanation of the grounds therefore and, if the Early Childhood 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.

7. **CERTIFICATE:** The Early Childhood Coordinator shall furnish and maintain throughout the term of this Contract a valid and appropriate teaching certificate and a certificate qualifying her to act as an Early Childhood Coordinator in the Commonwealth of Massachusetts.
8. **RETIREMENT:** The Early Childhood Coordinator shall be a member of the Massachusetts Teachers' Retirement System.
9. **EVALUATION:** The Early Childhood Coordinator shall be evaluated annually, in writing, by the Director of Student Services, in consultation with the Director of Curriculum & Instruction, using an evaluation process consistent with the general laws.
10. **FRINGE BENEFITS:**
The Early Childhood Coordinator shall be entitled to all insurance (medical, hospital, dental, and life) benefits currently available to Town employees generally.
11. **SICK LEAVE:** The Early Childhood Coordinator may earn sick leave at the rate of 15 days per year during the term of this contract which days shall be credited on September 1 of each contract year, with unused sick leave accumulating. There shall be no reimbursement of any kind for unused sick days.
12. **BEREAVEMENT LEAVE:** The Early Childhood Coordinator shall be entitled to all bereavement leave benefits currently available to teachers in the Canton Public Schools.
13. **PERSONAL DAYS:** The Early Childhood Coordinator shall be entitled to three (3) personal days per work year, subject to the advance approval of the Superintendent.

14. **PROFESSIONAL DAYS:** With the advance approval of the Superintendent of his/her designee, the Early Childhood Coordinator may attend educational meetings, workshops and conferences held outside the school system without loss of pay. With the advance approval of the Superintendent, the Early Childhood Coordinator may be reimbursed for attendance at such meetings, workshops and conferences.

15. **REIMBURSEMENT OF EXPENSES:**

A. Travel Allowance - The Superintendent agrees to pay the town-approved reimbursement rate for all job-related travel. Reimbursement shall occur within a reasonable period of time.

B. Professional Memberships - The Early Childhood Coordinator shall be reimbursed up to \$250 (two hundred & fifty) dollars a year for dues paid to professional organizations

16. **ENTIRE AGREEMENT:** This Contract embodies the entire agreement between the Superintendent and the Early Childhood 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 the 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.

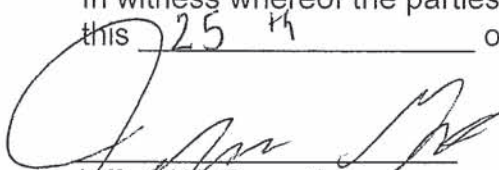
17. **CONTINUITY:**

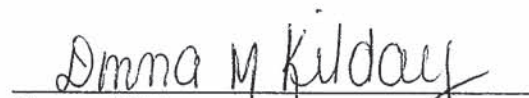
It is understood that Ms. Kilday will retain her tenure as a pre-school teacher and upon the completion of the remaining year as Early Childhood Coordinator she will have the right to return to her current position at the Rodman Early Childhood Center..

18. **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.

19. Effective September 1, 2014, the monetary provisions of this Agreement shall be subject to Town Meeting Approval.

In witness whereof the parties sign and seal this Agreement and a duplicate thereof this 25th of June, 2014.


Jeffrey W. Granatino
Superintendent of Schools


Donna Kilday
Early Childhood Coordinator