

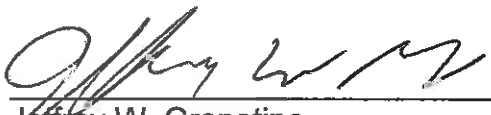
CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

ADDENDA TO
BRIAN LYNCH
EMPLOYMENT CONTRACT
JULY 1, 2015 – JUNE 30, 2016

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

3. COMPENSATION – Sentence to be amended to read:
Effective July 1, 2015 salary shall be \$96,792.

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS
ADDENDA TO THE AGREEMENT AND DUPLICATE THEREOF, ON
THIS 23rd DAY OF June 2015.



Jeffrey W. Granatino
Superintendent of Schools

 6/25/15

Brian Lynch
Facilities Director

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

ADDENDA TO
BRIAN LYNCH
EMPLOYMENT CONTRACT
JULY 15, 2011 – JUNE 30, 2014


The attached Employment Contract covering the period July 15, 2011 – June 30, 2014 is hereby amended as follows:

2. TERM:

The term of this Contract is for two years commencing, July 1, 2014 and running through June 30, 2016. The Superintendent and the Facilities Director 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.

3. COMPENSATION – Sentence to be amended to read:
Effective July 1, 2014 salary shall be \$94,894.

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



Brian Lynch
Facilities Director

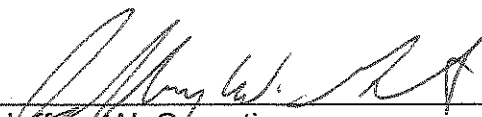
CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

ADDENDA TO
BRIAN LYNCH
EMPLOYMENT CONTRACT
JULY 15, 2011 – JUNE 30, 2014

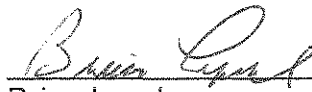
The attached Employment Contract covering the period July 15, 2011 – June 30, 2014 is hereby amended as follows:

3. COMPENSATION – Sentence to be amended to read:
Effective July 1, 2013 salary shall be \$93,033.

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS
ADDENDA TO THE AGREEMENT AND DUPLICATE THEREOF, ON
THIS 12th DAY OF July 2013.



Jeffrey W. Granatino
Superintendent of Schools



Brian Lynch
Facilities Director

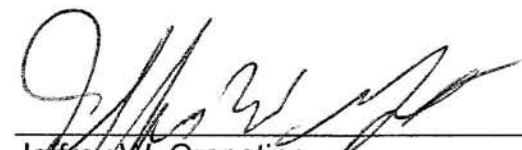
CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

ADDENDA TO
BRIAN LYNCH
EMPLOYMENT CONTRACT
JULY 15, 2011 – JUNE 30, 2014

The attached Employment Contract covering the period July 15, 2011 – June 30, 2014 is hereby amended as follows:

3. COMPENSATION – Sentence to be amended to read:
Effective July 1, 2012 salary shall be \$91,209 (2% increase).

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS
ADDENDA TO THE AGREEMENT AND DUPLICATE THEREOF, ON
THIS 2nd DAY OF July 2012.



Jeffrey W. Granatino
Superintendent of Schools



Brian Lynch
Facilities Director

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

FACILITIES DIRECTOR

THIS AGREEMENT is made June 16, 2011, by and between the Canton Public Schools (Canton), acting through its Superintendent of Schools, hereinafter referred to as the "Superintendent," and Brian Lynch, hereinafter referred to as the "Facilities Director." In consideration of the promises herein contained, the parties hereto mutually agree as follows:

1. **EMPLOYMENT:** Canton hereby employs Brian Lynch, as Facilities Director for the Canton Public Schools, and the Facilities Director hereby accepts employment on the following terms and conditions:
2. **TERM:**
The term of this Contract is for two years commencing July 5, 2011 to June 30, 2013, unless this contract is terminated earlier in accordance with Paragraph 7 below. The Superintendent and the Facilities Director, provided either has notified the other in writing of their desire to commence negotiations for a successor agreement, will endeavor to mutually reach agreement on a successor contract on or before April 1, 2013. For the purposes of this Agreement the anniversary date shall be considered to be July 1 of each year.
3. **COMPENSATION:** Beginning July 5, 2011, the Facilities Director shall be paid an annual salary of \$89,421 in biweekly installments through June 30, 2012. The Superintendent and Facilities Director shall meet at least ninety (90) days prior to July 1 of each subsequent year of the contract for the purpose of reviewing and establishing the Facilities Director's salary to take effect as of that date.
4. **WORK DAY:** This is a salaried managerial position and the work day shall normally be a minimum of eight (8) hours and will be longer including evenings and weekends when the demands of the position require it. There is no overtime pay or compensatory time off in lieu of pay associated with this position.
5. **WORK YEAR:** All week days except the paid holidays noted in Section 12 and the paid vacation days noted in Section 11 shall be days at work unless excused by other pre-approved leave of absence. The per diem for this position is 1/260.
6. **DUTIES AND RESPONSIBILITIES:** Under the supervision and direction of the School Business Administrator, the Director shall faithfully perform the duties and fulfill the responsibilities as listed in the attached job description which is hereby made part of this Agreement.
7. **RESIGNATION AND DISMISSAL**
(A) In the event the Facilities Director desires to terminate this contract before the term of service has expired, he may do so by giving at least sixty (60) days notice of his intention to the Superintendent, with a time for such termination to be jointly established between the Principal and the Superintendent.

(B) Notwithstanding any provision to the contrary, the Superintendent may dismiss or demote the Facilities Director for good cause. As used herein, "good cause" shall mean any grounds

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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 Facilities Director shall be notified in writing. Upon request of the Facilities Director, he/she may meet with the Superintendent to review the decision.

(C) The Superintendent may terminate this contract at any time during its term due to reduction in force or reorganization resulting from budgetary reasons.

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

8. **CERTIFICATE:** The Facilities Director shall maintain throughout the term of this Contract a valid and appropriate Unrestricted Construction Supervisor's License.
9. **STATE RETIREMENT ASSOCIATION:** The Facilities Director shall be a member of the Norfolk County Retirement System as required by law.
10. **FRINGE BENEFITS:** The Facilities 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. The Facilities Director acknowledges his medical options will be "limited to" the Town offered PPO or HMO.
11. **VACATION:** The Facilities Director shall receive twenty (20) working days of vacation which shall be credited on the first day of each contract year, to be taken in the year in which it is earned.
12. **HOLIDAYS:** Independence Day, Labor Day, Columbus Day (observed), Veteran's Day, Thanksgiving Day, the day after Thanksgiving Day, Christmas Day, New Year's Day, Martin Luther King's Birthday (observed), Washington's Birthday (observed), Good Friday, Patriot's Day (observed), and Memorial Day (observed).
13. **SICK LEAVE:** The Facilities Director may earn sick leave at the rate of fifteen (15) days per year which shall be credited on the first day of each contract year. This may be accumulated without limit. In addition to personal injury or illness, the Facilities Director may use a maximum of five (5) days of his accrued paid sick leave each year for illness in his immediate family (spouse, child, parent, or relative living within his household).
14. **BEREAVEMENT LEAVE:** The Facilities Director shall be entitled to all bereavement leave benefits currently available to teachers in the Canton Public Schools.
15. **PERSONAL BUSINESS DAYS:** The Facilities Director will be entitled to three (3) personal business days per work year, without loss of pay, subject to advance approval by the Superintendent.
16. **ANNUAL PHYSICAL EXAMINATION:** The Superintendent shall reimburse the Facilities Director up to one hundred fifty dollars (\$150) for an annual physical examination which shall be required.

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17. **REIMBURSEMENT OF EXPENSES:**

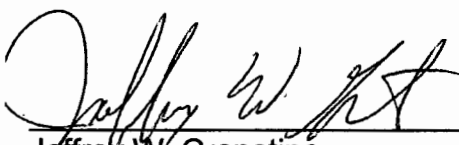
(a) Travel Allowance – The Facilities Director shall be reimbursed for the use of his personal vehicle at \$200 per month. (b) Out-of-State Conference Expenses – All requests for out-of-state conferences shall be subject to advance approval of the Superintendent. Reimbursement for an annual out-of-state conference will be at an amount not to exceed \$1,500 which will include transportation, meals allowance, registration and lodging. (c) Professional Memberships – The Superintendent shall pay for the Facilities Director's Unrestricted Construction Supervisor's License, MFAA annual dues and CEFPI annual dues.

18. **ENTIRE AGREEMENT:** This Contract embodies the whole agreement between the Superintendent and the Facilities 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 Contract shall have any effect unless set forth in writing and specifically referred to as modification or addition to this Contract and signed by both parties hereto

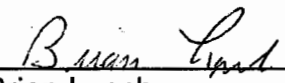
19. **INVALIDITY:** If any paragraph or part of this Contract is invalid, it shall not affect the remainder of said Contract, but said remainder shall be binding and effective against all parties.

20. The monetary provisions of this contract are subject to approval by Annual Town Meeting.

IN WITNESS WHEREOF, the parties hereto sign and seal this Contract and a duplicate thereof this 16th day of June 2011.



Jeffrey W. Granatino
Superintendent of Schools



Brian Lynch
Facilities Director