

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

ADDENDA TO

MARTHA LAWLESS
EMPLOYMENT CONTRACT
JULY 1, 2015 – JUNE 30, 2017

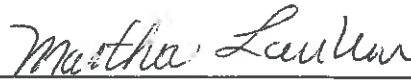
The attached Employment Contract covering the period July 1, 2015 – June 30, 2017 is hereby amended as follows:

2. COMPENSATION – Sentence to be amended to read:
Effective July 1, 2015 salary shall be \$80,000.

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS ADDENDA TO THE AGREEMENT AND DUPLICATE THEREOF, ON THIS 24th DAY OF June 2015.



Jeffrey W. Granatino
Superintendent of Schools



Martha Lawless
Food Service Director

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

ADDENDA TO

MARTHA LAWLESS
EMPLOYMENT CONTRACT
JULY 1, 2011 – JUNE 30, 2014

The attached Employment Contract covering the period July 1, 2011 – June 30, 2014 is hereby amended as follows:

1. TERM:

The term of this Contract is for three years commencing, July 1, 2014 and running through June 30, 2017. The Superintendent and the Food Service 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 June 30, 2017. For purposes of this Agreement, the anniversary date shall be considered to be July 1 of each year.

2. COMPENSATION – Sentence to be amended to read:
Effective July 1, 2014 salary shall be \$76,407.

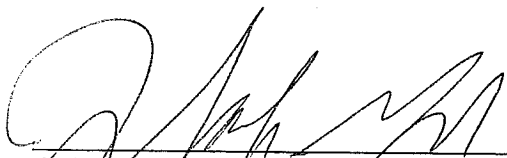
6. WORK YEAR- Sentence to be amended to read:
The Director will work a total of 198 work days, including every school day and five days after school closes and five days before school opens.

7. LONGEVITY- Sentence to be amended to read:


After 5 Years	\$816
After 10 Years	\$918
After 15 Years	\$1,122
After 20 Years	\$1,428

15. ADDITIONAL COMPENSATION: Sentence to be amended to read:
Effective July 1, 2014, the Superintendent further agrees to reimburse the Director for school travel in the amount of \$2,400 annually..

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS ADDENDA TO THE AGREEMENT AND DUPLICATE THEREOF, ON THIS 18th DAY OF August 2014.



Jeffrey W. Granatino
Superintendent of Schools



Martha Lawless
Food Service Director

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS


ADDENDA TO

MARTHA LAWLESS
EMPLOYMENT CONTRACT
JULY 1, 2011 – JUNE 30, 2014

The attached Employment Contract covering the period July 1, 2011 – June 30, 2014 is hereby amended as follows:

2. COMPENSATION – Sentence to be amended to read:
Effective July 1, 2013 salary shall be \$74,909.

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS ADDENDA TO THE AGREEMENT AND DUPLICATE THEREOF, ON THIS 11 DAY OF July 2013.



Jeffrey W. Granatino
Superintendent of Schools



Martha Lawless
Food Service Director

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

ADDENDA TO

MARTHA LAWLESS
EMPLOYMENT CONTRACT
JULY 1, 2011 – JUNE 30, 2014

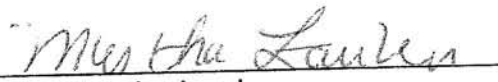
The attached Employment Contract covering the period July 1, 2011 – June 30, 2014 is hereby amended as follows:

2. COMPENSATION – Sentence to be amended to read:
Effective July 1, 2012 salary shall be \$73,440 (2% increase).

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



Jeffrey W. Granatino
Superintendent of Schools



Martha Lawless
Food Service Director

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

ADDENDA TO

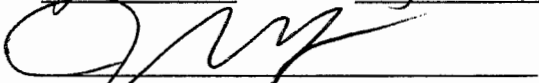
MARTHA LAWLESS
EMPLOYMENT CONTRACT

The attached Employment Contract covering the period July 1, 2009 – June 30, 2011 is hereby amended as follows:

1. TERM:

The term of this Contract is for three years commencing, July 1, 2011 and running through June 30, 2014. The Superintendent and the Food Service 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 June 30, 2012. For purposes of this Agreement, the anniversary date shall be considered to be July 1 of each year.

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS
ADDENDA TO THE AGREEMENT AND A DUPLICATE THEREOF, ON THIS
24th DAY OF June, 2011.



Jeffrey W. Granatino
Superintendent of Schools



Martha Lawless
Food Service Director

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

ADDENDA TO

MARTHA LAWLESS
EMPLOYMENT CONTRACT
July 1, 2009 – June 30, 2011

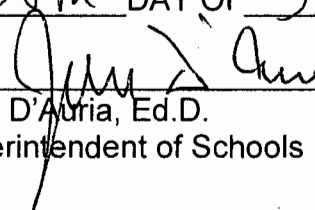
The attached Employment Contract covering the period July 1, 2009 – August 30, 2011 is hereby amended as follows:

2. COMPENSATION – Sentence to be amended to read:
Effective July 1, 2010 salary shall be \$72,000.


7. LONGEVITY: Will be paid as follows.

After 5 Years	\$800
After 10 Years	\$900
After 15 Years	\$1,100
After 20 Years	\$1,400

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS
ADDENDA TO THE AGREEMENT AND A DUPLICATE THEREOF, ON THIS
30th DAY OF JUNE, 2010.



John D'Auria, Ed.D.
Superintendent of Schools



Martha Lawless
Food Service Director

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

ADDENDA TO

MARTHA LAWLESS
EMPLOYMENT CONTRACT
JULY 1, 2009 – JUNE 30, 2011

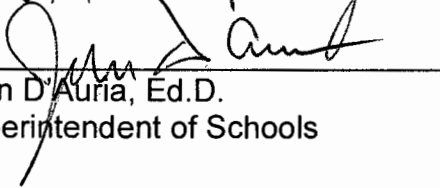
The attached Employment Contract covering the period July 1, 2009 – June 30, 2011 is hereby amended as follows:

2. TERM:

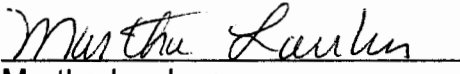
The term of this Contract is for two years commencing, July 1, 2009 and running through June 30, 2011. The Superintendent and the Food Service Director provided either has notified the other in writing of their desire to commence negotiations for a successor agreement, will endeavor to reach agreement on a successor contract on or before July 1, 2010. 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, 2009 salary shall be \$67,919 (2.5% increase).

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS
ADDENDA TO THE AGREEMENT AND A DUPLICATE THEREOF, ON THIS
15th DAY OF June, 2009.



John D'Auria, Ed.D.
Superintendent of Schools



Martha Lawless
Food Service Director

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

ADDENDUM TO

MARTHA LAWLESS
EMPLOYMENT CONTRACT

The following adjustments are to be made to the Food Service Director's Contract, originally dated July 1, 2004 – June 30, 2007.

2. TERM:

The term of this Contract shall be extended by two years through June 30, 2009. The Superintendent and the Food Service 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, 2009. For purposes of this Agreement, the anniversary date shall be considered to be July 1 of each year.

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS
ADDENDUM TO THE AGREEMENT AND A DUPLICATE THEREOF, ON THIS
31st DAY OF May, 2007.

Irene Sherry Kaplan, Ed.D.
Irene Sherry Kaplan, Ed.D.
Superintendent of Schools

Martha Lawless
Martha Lawless
Food Service Director

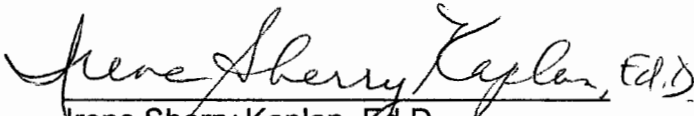
ADDENDUM TO
MARTHA LAWLESS
EMPLOYMENT CONTRACT

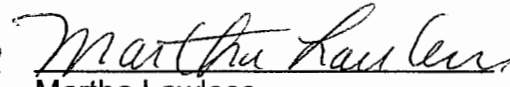
07/01/04 – 06/30/07

2. COMPENSATION: Sentence to be amended to read:

Effective July 1, 2006 through June 30, 2007 the salary shall be \$58,500.
The Superintendent and the Director shall meet at least ninety (90) days prior to July 1, 2007, for the purpose of discussing a successor contract.

In witness whereof the parties sign and seal this Agreement and a duplicate thereof this
28th day of Aug 2006.


Irene Sherry Kaplan, Ed.D.
Superintendent of Schools


Martha Lawless
Food Service Director

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

ADDENDUM TO

MARTHA LAWLESS
EMPLOYMENT CONTRACT

07/01/04 – 06/30/07

The following adjustments are to be made to the Food Service Director's Contract originally dated period July 1, 2004 – June 30, 2006 is hereby amended as follows:

1. TERM:

The term of this Contract is for three years commencing, July 1, 2004 and running through June 30, 2007.

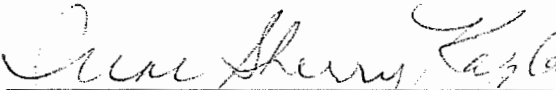
4. COMPENSATION: Sentence to be amended to read:


Effective July 1, 2005 through June 30, 2006 the salary shall be \$53,000.
The Superintendent and the Director shall meet at least ninety (90) days prior to July 1, 2006, for the purpose of reviewing the Director's salary and expenses to take effect on July 1, 2006.

15. ADDITIONAL COMPENSATION: Sentence to be amended to read:

Effective July 1, 2005 The Superintendent further agrees to reimburse the Director for school travel in the amount of \$1,000 annually.

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS ADDENDUM TO THE AGREEMENT AND DUPLICATE THEREOF,


Irene Sherry Kaplan, Ed.D.
Superintendent of Schools


Martha Lawless
Food Service Director

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

**DIRECTOR OF FOOD SERVICES
CONTRACT OF EMPLOYMENT**

THIS AGREEMENT is made as of June 30, 2004 by and between Superintendent of Schools Dr. Irene Sherry Kaplan, hereinafter referred to as the "Superintendent" and Martha Lawless, Director of Food Services hereinafter referred to as the "Director".

In consideration of the promises herein contained, the parties hereto mutually agree that the Superintendent hereby employs Martha Lawless to serve as Director of Food Services of the Canton Public Schools, and Martha Lawless hereby accepts employment as Director of Food Services on the following terms and conditions:

1. **TERM:** Commencing on July 1, 2004 the Director shall be employed for two (2) years ending June 30, 2006.
2. **COMPENSATION:** The Superintendent agrees to pay the Director, in consideration of the faithful, diligent and competent performance of her duties and responsibilities as Director of Food Services an annual salary of \$47,000 for the period July 1, 2004 through June 30, 2005. The Superintendent and the Director shall meet at least ninety (90) days prior to July 1, 2005, for the purpose of reviewing the Director's salary and expenses to take effect on July 1, 2005. It is anticipated that said review should result in a fair and reasonable salary increase, commensurate with the Director's performance evaluation.
3. **TERMINATION:**
 - A. In the event that the Director wishes to terminate this Contract before the term of employment has expired, at least ninety (90) days notice of the intention to terminate must be made to the Superintendent. Throughout the term of employment stipulated in this Contract the Director shall be subject to discharge only for good cause.
 - B. In the event that the Director desires to terminate this Agreement before her term of service shall have expired, she may do so by giving at least 90 calendar days' notice of her intention to the Committee or such other notice as is mutually agreed to by the parties in writing.
4. **DUTIES:** Under the direction of the School Business Administrator, the Director shall perform faithfully and to the best of her ability the duties listed in the attached job description which is hereby made part of this Contract.
5. **STATE RETIREMENT AFFILIATION:** The Director shall be a member of the Norfolk County Retirement Plan.
6. **WORK YEAR:** It is the responsibility of the Director to ensure that all school cafeterias are properly supplied, staffed, managed, and otherwise supervised on the opening day of school and throughout the school year. To this end the Director will work a total of 193 work days, including every school day and five days after school closes and five days before school opens. The Director is also responsible during the entire year for all phases of the operation and administration of the school cafeterias.

7. **LONGEVITY:** Compensation will be paid as follows.
- | | |
|----------------|-------|
| After 5 Years | \$578 |
| After 10 Years | \$678 |
| After 15 Years | \$778 |
| After 20 Years | \$978 |

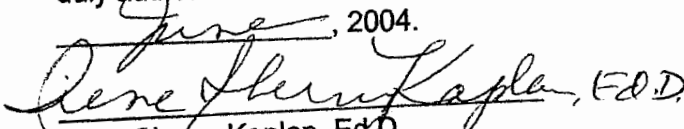
Longevity compensation is paid semiannually: one half the amount due on or about June 15 and the other half on or about December 15.


8. **SICK LEAVE POLICY:** The Director shall be entitled to sick leave with full pay for fifteen (15) days per work year. (a) The number of sick leave days the Director may accumulate is unlimited; (b) After being out sick more than five (5) consecutive workdays the Director must submit a written statement from a physician affirming that personal ill health made extended absence necessary. Furthermore, additional periodic statements may be required; (c) Up to five (5) days may be used from accrued sick leave in the case of illness in the immediate family (i.e., those residing in the same household) with the approval of the School Business Administrator. A certificate from a physician may be required.
9. **BEREAVEMENT LEAVE:** In case of death during the work year of any member of an employee'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 an employee'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 an employee's nephew, niece, or other relative not mentioned elsewhere in this Article, one (1) day's leave without loss of pay or accumulated sick leave shall be granted on the day of the funeral.
10. **PERSONAL BUSINESS LEAVE:** A maximum of two (2) days may be used by the Director for personal matters which require absence from work. These days shall not be deducted from sick leave. Application for these days must be made in writing to the School Business Administrator at least twenty-four (24) hours in advance of taking said leave, except in the case of an emergency. The benefits of this section shall not be utilized to extend a holiday or vacation period. The nature of the personal matter need not be stipulated. One (1) additional personal leave day will be extended to the Director if the reason is stated in the written request for the day submitted to the School Business Administrator. At the close of each work year all of the Director's unused personal business days shall be added to his/her accumulated sick leave.
11. **INSURANCE:** The Director shall be entitled to all insurance (medical, dental, hospital, and life) benefits available to Town employees in general, such benefits not to reduce benefits expressly provided for in this Contract or to be agreed upon in the future. If currently a member of an HMO, the Director agrees to contribute 25%.
12. **PERFORMANCE:** The Director shall fulfill all aspects of this contract and shall be evaluated annually by the School Business Administrator.

13. **COURSE REIMBURSEMENT:** The Superintendent agrees to reimburse the Director up to a maximum of \$500, unless otherwise approved, for each course that is part of an approved certificate program in Child Nutrition or a Registered Dietician certification program. All courses must be approved in advance. For reimbursement purposes, the Food Service Director must receive a passing grade.
14. **ADDITIONAL COMPENSATION:** The Superintendent agrees to reimburse the Director up to a maximum of \$200.00 for expenses incurred while attending job related conferences. The Superintendent further agrees to reimburse the Director for school travel in the amount of \$500 annually.
15. **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 modifications or additions to this Contract shall have any effect unless set forth in writing and specifically referred to as modification or addition and signed by both parties.
16. **CONDITIONS:** This Contract is strictly conditional upon there being sufficient funding in the Food Services Revolving Account and continuation of the position of Director of Food Services.
17. **INVALIDITY:** If any paragraph or part of this Contract is invalid it shall not affect the remainder of the Contract, but said remainder shall be binding and effective against both parties. The laws of the Commonwealth of Massachusetts shall govern the construction of this Contract.

IN WITNESS WHEREOF, the parties hereto have caused their names to be subscribed, by the duly authorized officer of the Commonwealth and by the Director, on this 30th day of

June, 2004.


Irene Sherry Kaplan, Ed.D.
Superintendent of Schools


Martha Lawless
Director of Food Services