

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

ADDENDA TO EMPLOYMENT CONTRACT

Michael Wentland
July 1, 2016 – June 30, 2018

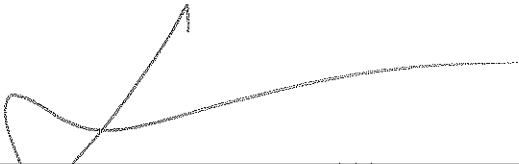
Reference is hereby made to the employment contract, by and between "Michael Wentland" and the Canton Public Schools, dated July 1, 2005, for the period of July 1, 2005 – June 30, 2018, with addenda dated July 1, 2015, July 1, 2014, July 1, 2013, July 1, 2012, July 1, 2010, July 1, 2009, July 1, 2008, July 1, 2007 and July 1, 2006.

The terms and conditions of the contract are hereby amended as follows:

Condition 2, COMPENSATION, is hereby amended by changing the annual salary to \$99,000, for the one year period of July 1, 2016 to June 30, 2017.

All other terms and conditions of the contract, including all previously executed addenda, shall remain in full force and effect.

In witness whereof, the parties hereto sign and seal this addenda to the contract in duplicate thereof, on this May 31 day of May 2016.



Jennifer A. Henderson
Interim Superintendent of Schools



Michael Wentland
Technology Administrator

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

ADDENDA TO

MICHAEL WENTLAND
TECHNOLOGY ADMINISTRATOR
EMPLOYMENT CONTRACT
JULY 1, 2015 – JUNE 30, 2018

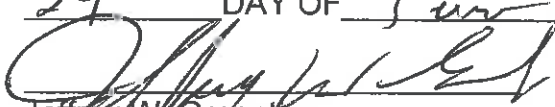
The attached Employment Contract covering the period July 1, 2015 – June 30, 2018 is hereby amended as follows:

3. COMPENSATION – Sentence to be amended to read:
Effective July 1, 2014 salary shall be \$94,242.

8. PERSONAL BUSINESS DAYS - Sentence to be amended to read:
The Technology Administrator will be entitled to four (4) personal business days per work year, subject to advance approval by the Superintendent. At the end of each year, all unused personal days will roll over to the employee's accumulated sick days.

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS
ADDENDA TO THE AGREEMENT AND A DUPLICATE THEREOF, ON THIS

24 DAY OF June, 2015.



Jeffrey W. Granatino
Superintendent of Schools



Michael Wentland
Technology Administrator

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

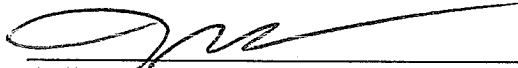
ADDENDA TO

MICHAEL WENTLAND
TECHNOLOGY ADMINISTRATOR
EMPLOYMENT CONTRACT
JULY 1, 2012 – JUNE 30, 2015

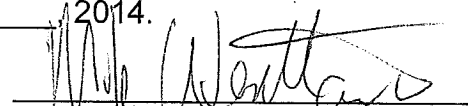
The attached Employment Contract covering the period July 1, 2012 – June 30, 2015 is hereby amended as follows:

3. COMPENSATION – Sentence to be amended to read:
Effective July 1, 2014 salary shall be \$92,395.

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS
ADDENDA TO THE AGREEMENT AND A DUPLICATE THEREOF, ON THIS
21st DAY OF JULY, 2014.



Jeffrey W. Granatino.
Superintendent of Schools



Michael Wentland
Technology Administrator

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS


ADDENDA TO

MICHAEL WENTLAND
TECHNOLOGY ADMINISTRATOR
EMPLOYMENT CONTRACT
JULY 1, 2012 – JUNE 30, 2015

The attached Employment Contract covering the period July 1, 2012 – June 30, 2015 is hereby amended as follows:

3. COMPENSATION – Sentence to be amended to read:
Effective July 1, 2013 salary shall be \$80,779.

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



Jeffrey W. Granatino
Superintendent of Schools



Michael Wentland
Technology Administrator

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

ADDENDA TO

MICHAEL WENTLAND
TECHNOLOGY ADMINISTRATOR
EMPLOYMENT CONTRACT
JULY 1, 2012 – JUNE 30, 2015

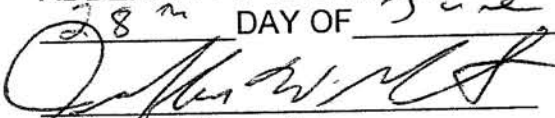
The attached Employment Contract covering the period July 1, 2012 – June 30, 2015 is hereby amended as follows:

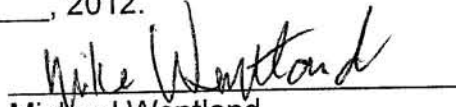
2. TERM:

The term of this Contract is for three years commencing, July 1, 2012 and running through June 30, 2015. The Superintendent and the Network Administrator 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. 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, 2012 salary shall be \$79,195 (2% increase).

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS
ADDENDA TO THE AGREEMENT AND A DUPLICATE THEREOF, ON THIS
28th DAY OF June, 2012.


Jeffrey W. Granatino.
Superintendent of Schools


Michael Wentland
Technology Administrator

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

ADDENDA TO

MICHAEL WENTLAND
EMPLOYMENT CONTRACT
JULY 1, 2010 – JUNE 30, 2012


The attached Employment Contract covering the period July 1, 2010 – June 30, 2012 is hereby amended as follows:

2. TERM:

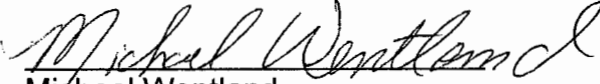
The term of this Contract is for two years commencing, July 1, 2010 and running through June 30, 2012. The Superintendent and the Network Administrator provided either has notified the other in writing of their desire to commence negotiations for a successor agreement, will endeavor to reach agreement on a successor contract on or before July 1, 2012. 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, 2010 salary shall be \$77,642 (3% 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, 2010.



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



Michael Wentland
Network Administrator

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

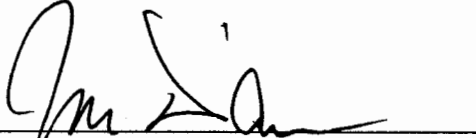
ADDENDA TO

MICHAEL WENTLAND
EMPLOYMENT CONTRACT
7/1/08 – 6/30/10

The attached Employment Contract covering the period July 1, 2008 – June 30, 2010 is hereby amended as follows:

3. COMPENSATION – Sentence to be amended to read:
Effective July 1, 2009 salary shall be \$75,381 (2.5% increase).

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



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



Michael Wentland
Network Administrator

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

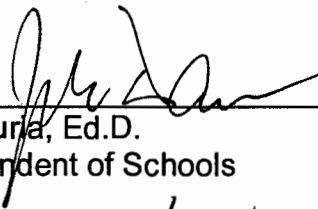
ADDENDUM TO

MICHAEL WENTLAND
EMPLOYMENT CONTRACT
7/1/08 – 6/30/10

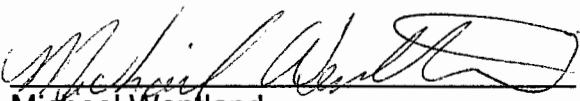
The attached Employment Contract covering the period July 1, 2008 – June 30, 2010 is hereby amended as follows:

3. COMPENSATION – Sentence to be amended to read:
Effective July 1, 2008 salary shall be \$73,542 (2% increase).

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



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



Michael Wentland
Network Administrator

6/24/08
Date

6/25/08
Date

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

ADDENDUM TO

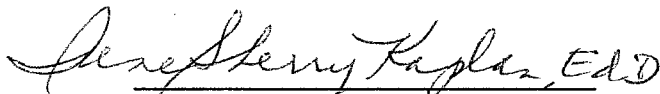
MICHAEL WENTLAND
EMPLOYMENT CONTRACT
07/1/05-06/30/08

The attached Employment Contract covering the period July 1, 2005 – June 30, 2008 is hereby amended as follows:

2. TERM:

The term of this Contract shall be extended by two year through June 30, 2010. The Superintendent and the Network Administrator 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.

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.
Superintendent of Schools


Michael Wentland
Network Administrator

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

ADDENDUM TO
MICHAEL WENTLAND
EMPLOYMENT CONTRACT

The attached Employment Contract covering the period July 1, 2005 – June 30, 2006 is hereby amended as follows:

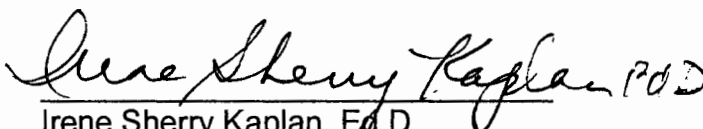
2. TERM:

The term of this Contract is for one year effective July 1, 2006 through June 30, 2007.

3. COMPENSATION Sentence to be amended to read:

Effective July 1, 2006 salary shall be \$72,100 (3% increase).

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


Michael Wentland
Network Administrator

6/21/06
Date

6/21/06
Date

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS
Network Administrator

Contract of Employment

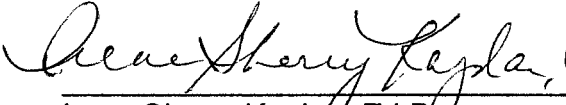
THIS AGREEMENT is made July 1, 2005, by and between the Superintendent of Schools, hereinafter referred to as the "Superintendent," and Michael L. Wentland, hereinafter referred to as the "Network Administrator." In consideration of the promises herein contained, the parties hereto mutually agree as follows:

1. **EMPLOYMENT:** The Superintendent hereby employs Michael L. Wentland, as Network Administrator for the Canton Public Schools, and he hereby accepts employment on the following terms and conditions:
2. **TERM:** The Network Administrator shall be employed for the period commencing July 1, 2005 through June 30, 2006.
3. **COMPENSATION:** The Superintendent agrees to pay the Network Administrator, in consideration of the faithful, diligent and competent performance of his duties and responsibilities as Network Administrator a total annual salary of \$70,000 for the period July 1, 2005 through June 30, 2006. The Superintendent and the Network Administrator shall meet at least ninety (90) days prior to July 1, 2006, for the purpose of reviewing the Network Administrator's salary and expenses to take effect on July 1, 2006 through June 30, 2007. It is anticipated that said review should result in a fair and reasonable salary increase, commensurate with the Network Administrator's performance.
4. **TERMINATION:** (a) In the event that the Network Administrator desires to terminate this contract before the term of service has expired, he may do so by giving at least thirty (30) days notice of his intention to the Superintendent. (b) Throughout the term of this contract and property right the Network Administrator shall be subject to discharge only for good cause, provided, however, that the Superintendent does not arbitrarily or capriciously call for his dismissal.
5. **DUTIES:** The Network Administrator shall perform faithfully the duties of the Network Administrator He shall devote his time, skill, labor, and attention to said employment during the term of this contract. The Network Administrator, by agreement with the Superintendent, may undertake consultative work, speaking engagements, writing, lecturing, or other duties and obligations so long as they do not derogate from his duties as Network Administrator.

6. **PROFESSIONAL DAYS**: The Network Administrator shall be granted professional days at the discretion of the Superintendent.
7. **PERSONAL BUSINESS DAYS**: The Network Administrator will be entitled to four (4) personal business days per work year, without loss of pay, subject to advance approval by the Superintendent.
8. **REIMBURSEMENT OF EXPENSES**: The Superintendent may, at his/her own discretion, reimburse the Network Administrator for expenses incurred in attendance at local, state, and national meetings.
9. **STATE RETIREMENT ASSOCIATION**: The Network Administrator shall be a member of the Norfolk County Retirement System as required by law.
10. **FRINGE BENEFITS**: The Network Administrator 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 Network Administrator acknowledges his medical options will be "limited to" the Town offered PPO or HMO.
11. **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).
12. **SICK LEAVE POLICY**: The Network Administrator may earn sick leave at the rate of eighteen (18) days per year which shall be credited on July 1st of each contract year. This may be accumulated without limit.
13. **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) workdays. 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.

14. **EVALUATION/PERFORMANCE**: The Network Administrator shall fulfill all aspects of this contract. He shall be evaluated annually by the Coordinator of Educational Technology.
15. **WORK YEAR**: The position requires 225 days of work per a schedule approved by the Superintendent, which shall include all days that school is in session unless otherwise approved by the Superintendent. The per diem rate for this position shall be 1/225 of the annual salary.
16. **ENTIRE AGREEMENT**: This Contract embodies the whole contract between the Superintendent and the Network Administrator, 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
17. **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.
18. 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 6th day of June 2005.


Irene Sherry Kaplan, Ed.D.
Superintendent of Schools


Michael L. Wentland
Network Administrator