

Deblon's
copy

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

COPY

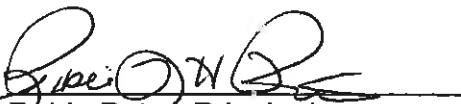
ADDENDA TO
ROBIE PETER
EMPLOYMENT CONTRACT
07/01/2015 – 06/30/2018

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

2. TERM - Sentence to be amended to read:
The Principal shall be employed for the period commencing July 1, 2015 and ending June 30, 2018.
3. COMPENSATION – Sentence to be amended to read:
Effective July 1, 2015 salary shall be \$108,000.
15. PROFESSIONAL DAYS - Sentence to be amended to read:
With the advance approval of the Superintendent, the Principal 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 Principal may be reimbursed up to \$1,000 a year for attendance at such meetings, workshops and conferences.
16. PAYMENT OF MEMBERSHIP DUES - Sentence to be amended to read:
The Principal shall be reimbursed up to \$750 dollars a year for dues paid to professional organizations.
21. SUBSTITUTION OF WORK DAY- Sentence to be amended to read:
With the advanced approval of the Superintendent, the Principal may take up to three days off during the 183 days that teachers are in school, so long as she works a commensurate number of alternative days during the fiscal/contract year to be scheduled in consultation with the Superintendent.

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS ADDENDA TO THE AGREEMENT AND DUPLICATE THEREOF, ON THIS 10 DAY OF August 2015.


Jennifer A. Henderson
Interim Superintendent of Schools


Robie Peter, Principal
Dean S. Luce Elementary School

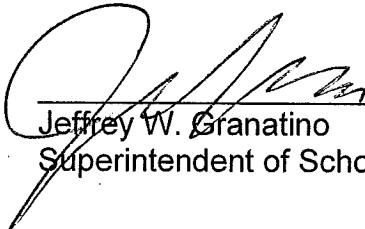
CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

ADDENDA TO
ROBIE PETER
EMPLOYMENT CONTRACT
7/1/12 – 6/30/15


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 \$104,544.

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS ADDENDA TO THE AGREEMENT AND DUPLICATE THEREOF, ON THIS 7 DAY OF August 2014.



Jeffrey W. Granatino
Superintendent of Schools



Robie Peter, Principal
Dean S. Luce Elementary School

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

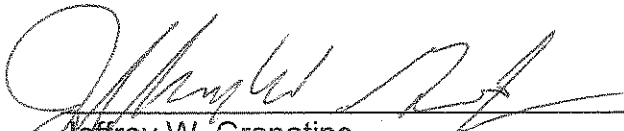
ADDENDA TO
ROBIE PETER
EMPLOYMENT CONTRACT
7/1/12 – 6/30/15

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 \$102,494.

11. SICK LEAVE - Upon retirement from the Canton Public Schools Ms. Peter shall receive \$40/day for each day of accumulated sick leave in excess of 80 days up to a maximum of \$4,000.

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS ADDENDA TO THE AGREEMENT AND DUPLICATE THEREOF, ON THIS 28th DAY OF August 2013.



Jeffrey W. Granatino
Superintendent of Schools



Robie Peter, Principal
Dean S. Luce Elementary School

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

ADDENDA TO
ROBIE PETER
EMPLOYMENT CONTRACT
7/1/12 – 6/30/15

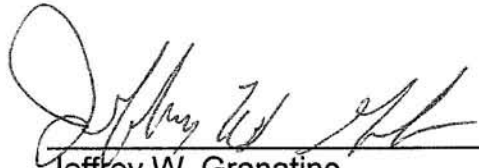
The attached Employment Contract covering the period July 1, 2012 – June 30, 2015 is hereby amended as follows:

2. TERM

The term of this Contract is for two years commencing July 1, 2012 through June 30, 2015. The Superintendent and the Principal, 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.

4. COMPENSATION – Sentence to be amended to read:
Effective July 1, 2012 salary shall be \$100,484 (2% increase).

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS
ADDENDA TO THE AGREEMENT AND DUPLICATE THEREOF, ON
THIS 3rd DAY OF July 2012.



Jeffrey W. Granatino
Superintendent of Schools



Robie Peter, Principal
Dean S. Luce Elementary School

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

ADDENDA TO

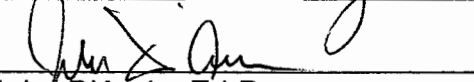
ROBIE PETER
EMPLOYMENT CONTRACT
JULY 1, 2009 – JUNE 30, 2012

The attached Employment Contract covering the period July 1, 2009 – June 30, 2012 is hereby amended as follows:

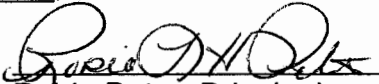
3. COMPENSATION – Sentence to be amended to read:
Effective July 1, 2010 salary shall be \$98,514 (3% increase).

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

22nd DAY OF June, 2010.



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



Robie Peter, Principal
Dean S. Luce Elementary School

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

ADDENDA TO

ROBIE PETER
EMPLOYMENT CONTRACT
JULY 1, 2009 – JUNE 30, 2012

The attached Employment Contract covering the period July 1, 2009 – June 30, 2012 is hereby amended as follows:

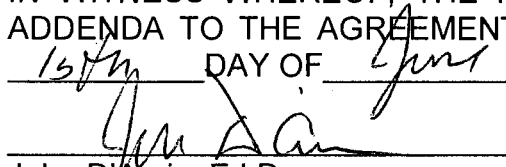
2. TERM:

The term of this Contract is for three years commencing, July 1, 2009 and running through June 30, 2012. The Superintendent and the Principal 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.

3. COMPENSATION – Sentence to be amended to read:
Effective July 1, 2009 salary shall be \$95,644 (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


Robie Peter, Principal
Dean S. Luce Elementary School

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

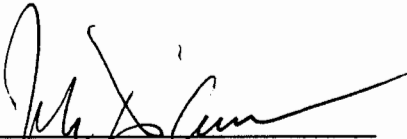
ADDENDUM TO

ROBIE HANNA-PETER
EMPLOYMENT CONTRACT
7/1/07 – 6/30/09

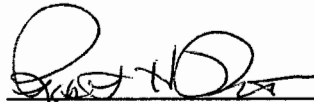
The attached Employment Contract covering the period July 1, 2007 – June 30, 2009 is hereby amended as follows:

3. COMPENSATION – Sentence to be amended to read:
Effective July 1, 2008 salary shall be \$93,312 (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



Robie Hanna-Peter, Principal
Dean S. Luce Elementary School

6/24/08

Date

6/25/08

Date

**CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS**

PRINCIPAL, DEAN S. LUCE ELEMENTARY SCHOOL

The **AGREEMENT** is made June 20th, 2007 by and between Irene Sherry Kaplan, Ed.D. hereinafter referred to as the "Superintendent", and Robie Hanna-Peter hereinafter referred to as the "Principal". In consideration of the promises herein contained, the parties hereto mutually agree as follows:

1. **EMPLOYMENT:** The Superintendent hereby employs Robie Hanna-Peter as Principal of the Dean S. Luce Elementary School, and the Principal hereby accepts employment on the following terms and conditions:
2. **TERM:** The Principal shall be employed for the period commencing July 1, 2007 and ending June 30, 2009.

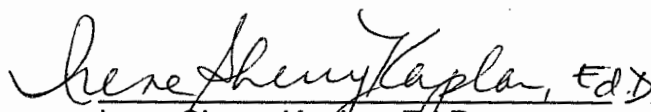
By March 1, 2008 the Principal and Superintendent provided either has notified the other in writing of their desire to commence negotiations for a successor agreement, will endeavor to reach agreement on a successor contract on or before July 1, 2008. For purposes of the Agreement the anniversary date shall be considered to be July 1st.

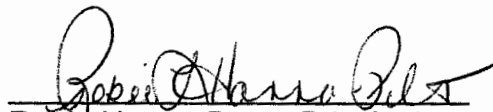
3. **COMPENSATION:** Beginning July 1, 2007, the Principal shall be paid an annual salary of \$91,482 in bi-weekly installments through June 30, 2008. The Superintendent and the Principal shall meet at least ninety (90) days prior to July 1, 2008 for the purpose of reviewing the Principal's salary and expenses to take effect on July 1, 2008. It is anticipated that said review should result in a fair and reasonable salary increase, commensurate with the Principal's performance evaluation.
4. **DUTIES:** The Principal shall faithfully carry out the duties of her position in accordance with the provisions of the existing job description. The Principal 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 Principal's work year will consist of 210 days, including the 183 days that teachers are required to be in school, and including the ten days immediately following the close of school in the Spring, and including the ten days immediately preceding the opening of school in the Fall unless otherwise approved by the Superintendent of Schools. Per diem rate shall be 1/210.

6. **TERMINATION:** (a) In the event that the Principal desires to terminate the contract before the term of service has expired, she may do so by giving at least ninety days written notice of her intention to the Superintendent. (b) Throughout the term of the contract the Principal shall be subject to discharge only for good cause.
7. **CERTIFICATE:** The Principal shall furnish and maintain throughout the term of the contract a valid and appropriate certificate qualifying her to act as an Elementary School Principal in the Commonwealth of Massachusetts.
8. **RETIREMENT:** The Principal shall be a member of the Massachusetts Teacher's Retirement System.
9. **EVALUATION/PERFORMANCE:** The Principal shall fulfill all aspects of this contract. He shall be evaluated annually in writing by the Superintendent of Schools. Evaluation will be based on progress made in relationship to goals that are established each fall by the principal in conjunction with the Superintendent. Performance evaluation will also be determined in relationship to indicators of effective instructional, organizational and administrative leadership (These will be outlined in more detail as we develop a common understanding of these parameters). The key qualities/evidence that the superintendent will expect to find through the evaluation process are:
 - **An unwavering commitment to highly effective teaching through skillful supervision and evaluation**
 - **Accurate assessment of student achievement, programs, and needs in order to ensure that the system's resources and priorities are focused on enhancing student learning.**
 - **A vibrant and supportive school culture that values collegiality, diverse people and perspectives, and constant improvement**
 - **The promotion of collaborative relationships with parents and staff**Assessments will be based upon direct observation of the principal's work, feedback received from parents, faculty, and other staff members, as well as review of written material from the principal's office and the school. Additionally, the principal will receive informal feedback from the superintendent throughout the year as part of his ongoing supervision and support.
10. **HEALTH AND LIFE INSURANCE:** The Principal shall be entitled to all insurance (medical, hospital, dental, and life) benefits currently available to town employees generally.
11. **SICK LEAVE POLICY:** Commencing July 1, 2007 and on each July 1 anniversary date thereafter the Principal may earn sick leave at the rate of seventeen (17) days per year.
12. **BEREAVEMENT LEAVE:** The Principal shall be entitled to all bereavement leave benefits currently available to teachers in the Canton Public Schools.

13. **PERSONAL DAYS:** The Principal 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 Principal's accumulated sick leave.
14. **VACATION DURING THE SCHOOL YEAR:** With the advance approval of the Superintendent, the Principal 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 Principal 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 Principal may be reimbursed up to \$550 (five hundred & fifty) dollars a year for attendance at such meetings, workshops and conferences.
16. **PAYMENT OF MEMBERSHIP DUES:** The Principal shall be reimbursed up to \$450 (four hundred & fifty) dollars a year for dues paid to professional organizations.
17. **MILEAGE:** The Principal shall be reimbursed for pre-approved travel at the IRS rate.
18. **ENTIRE AGREEMENT:** The contract embodies the whole agreement between the Superintendent and the Principal, 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 the Agreement and signed by both parties hereto.
19. **SEVERABILITY:** If any paragraph or part of the 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 the Agreement for the period July 1, 2007 through June 30, 2008 are subject to approval at the Annual Town Meeting.

In witness whereof the parties sign and seal the Agreement and a duplicate thereof this 20th day of June, 2007,


Irene Sherry Kaplan, Ed.D.
Superintendent of Schools


Robie Hanna-Peter, Principal
Dean S. Luce Elementary School