

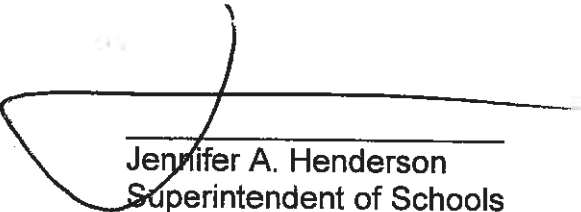
CANTON PUBLIC SCHOOLS  
CANTON, MASSACHUSETTS

ADDENDA TO  
DR. WILLIAM CONARD  
EMPLOYMENT CONTRACT  
7/1/2015 – 6/30/17

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

3. **COMPENSATION:** Beginning July 1, 2015, the Principal shall be paid an annual salary of \$134,234 through June 30, 2016.

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS ADDENDA TO THE AGREEMENT AND DUPLICATE THEREOF, ON THIS 27 DAY OF September 2015.

  
\_\_\_\_\_  
Jennifer A. Henderson  
Superintendent of Schools

  
\_\_\_\_\_  
Dr. William Conard, Principal  
William H. Galvin Middle School

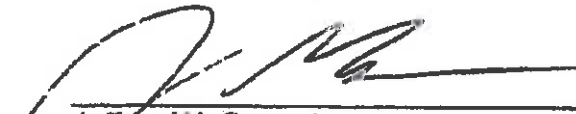
CANTON PUBLIC SCHOOLS  
CANTON, MASSACHUSETTS

ADDENDA TO  
DR. WILLIAM CONARD  
EMPLOYMENT CONTRACT  
7/1/14 – 6/30/17

The attached Employment Contract covering the period July 1, 2014 – June 30, 2017 is hereby amended as follows:

16. TRAVEL – The Principal shall be reimbursed \$1,750 (one thousand seven hundred and fifty) dollars over a 12 month period for district related travel expenses.

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS ADDENDA TO THE AGREEMENT AND DUPLICATE THEREOF, ON THIS 8 DAY OF October 2014.



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Jeffrey W. Granatino  
Superintendent of Schools



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Dr. William Conard, Principal  
William H. Galvin Middle School

CANTON PUBLIC SCHOOLS  
CANTON, MASSACHUSETTS

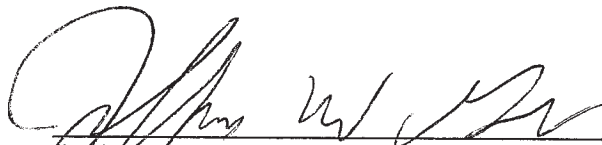
ADDENDA TO


DR. WILLIAM CONARD  
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. TERM - The Principal shall be employed for a three-year period commencing July 1, 2014 through June 30, 2017. 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, 2017. 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 \$131,602.

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS  
ADDENDA TO THE AGREEMENT AND DUPLICATE THEREOF, ON  
THIS 24 DAY OF July 2014.

  
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Jeffrey W. Granatino  
Superintendent of Schools

  
\_\_\_\_\_  
Dr. William Conard, Principal  
William H. Galvin Middle School


CANTON PUBLIC SCHOOLS  
CANTON, MASSACHUSETTS

ADDENDA TO  
DR. WILLIAM CONARD  
EMPLOYMENT CONTRACT  
7/1/11 – 6/30/14

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

3. COMPENSATION – Sentence to be amended to read:  
Effective July 1, 2013 salary shall be \$129,022.

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS  
ADDENDA TO THE AGREEMENT AND DUPLICATE THEREOF, ON  
THIS 1<sup>st</sup> DAY OF July 2013.

  
\_\_\_\_\_  
Jeffrey W. Granatino  
Superintendent of Schools

  
\_\_\_\_\_  
Dr. William Conard, Principal  
William H. Galvin Middle School

CANTON PUBLIC SCHOOLS  
CANTON, MASSACHUSETTS

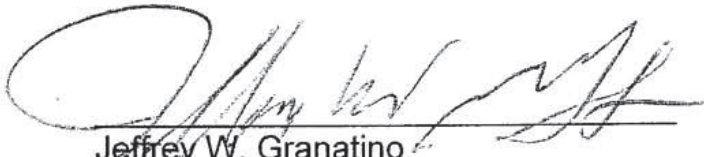
ADDENDA TO

DR. WILLIAM CONARD  
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:

4. COMPENSATION – Sentence to be amended to read:  
Effective July 1, 2012 salary shall be \$126,492 (2% increase).

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS  
ADDENDA TO THE AGREEMENT AND DUPLICATE THEREOF, ON  
THIS 14<sup>th</sup> DAY OF August 2012.

  
\_\_\_\_\_  
Jeffrey W. Granatino  
Superintendent of Schools

  
\_\_\_\_\_  
Dr. William Conard, Principal  
William H. Galvin Middle School

**CANTON PUBLIC SCHOOLS  
CANTON, MASSACHUSETTS**

**PRINCIPAL, WILLIAM H. GALVIN MIDDLE SCHOOL**

**CONTRACT OF EMPLOYMENT**

This **AGREEMENT** is made July 1, 2011 by and between the Canton Public Schools, acting through its Superintendent ("Superintendent") and Dr. William Conard 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 Dr. William Conard as Principal of William H. Galvin Middle School and the Principal hereby accepts employment on the following terms and conditions:
2. **TERM:** The Principal shall be employed for the period of three years commencing July 1, 2011 and ending June 30, 2014. The Superintendent and the Principal of the William H. Galvin Middle School, provided each 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, 2013.
3. **COMPENSATION:** Beginning July 1, 2011, the Principal shall be paid an annual salary of \$124,012 in bi-weekly installments through June 30, 2012. The Superintendent and the Principal shall meet at least ninety (90) days prior to July 1, 2012 for the purpose of reviewing the Principal's salary and expenses to take effect on July 1, 2012. 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 his position in accordance with the provisions of the existing job description. The Principal recognizes that his responsibilities and conduct are not determined by prescribed hours and conditions and will perform the directed and implied duties of his 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 225 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 1/225.



6. **TERMINATION:** (a) In the event that the Principal desires to terminate the contract before the term of service has expired, he may do so by giving at least ninety days written notice of his 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 him to act as a Middle 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.

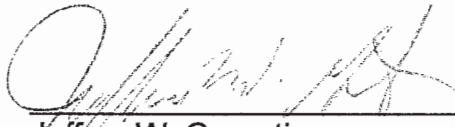
10. **HEALTH AND LIFE INSURANCE:** The Principal shall be entitled to all insurance (medical, hospital, dental, and life) benefits currently available to town employees generally.

11. **SICK LEAVE POLICY:** Commencing July 1, 2011 and on each July 1 anniversary date thereafter the Principal may earn sick leave at the rate of eighteen (18) 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 four (4) 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. **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.
15. **PAYMENT OF MEMBERSHIP DUES:** The Principal shall be reimbursed up to \$450 (four hundred & fifty) dollars a year for dues paid to professional organizations.
16. **TRAVEL:** The Principal shall be reimbursed \$1,000 (one thousand) dollars over a 12 month period for district related travel expenses.
17. **CELL PHONE:** - The Canton Public Schools shall provide the Principal and pay the monthly expenses of a cell phone/PDA for the purpose of conducting school business and occasional, incidental personal business. At the conclusion of his term as Principal, this equipment shall remain the property of the Canton Public Schools.
18. **LAP TOP:** The Canton Public Schools shall provide the principal a laptop (with docking station), which the Principal is free to use outside of his office, including at his home. At the conclusion of his term as Principal, this laptop, shall remain the property of the Canton Public Schools.
19. **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.



20. **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.
21. The monetary provisions of the Agreement are subject to approval at the Annual Town Meeting.

In witness whereof the parties sign and seal the Agreement and a duplicate thereof this 4<sup>th</sup> day of March 2011.



Jeffrey W. Granatino  
Superintendent of Schools



Dr. William Conard, Principal  
William H. Galvin Middle School