

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS


ADDENDA TO

APRIL GORAN
EMPLOYMENT CONTRACT
JULY 1, 2013 – JUNE 30, 2016

The attached Employment Contract covering the period July 1, 2013 – June 30, 2016 is hereby amended as follows:

4. COMPENSATION – Sentence to be amended to read:
Effective July 1, 2014 salary shall be \$90,203.

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS
ADDENDA TO THE AGREEMENT AND DUPLICATE THEREOF, ON
THIS 30th DAY OF June 2014.



Jeffrey W. Granatino
Superintendent of Schools



April Goran
Technology Integration Administrator

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS


ADDENDA TO

APRIL GORAN
EMPLOYMENT CONTRACT
JULY 1, 2011 – JUNE 30, 2013


The attached Employment Contract covering the period July 1, 2011 – June 30, 2013 is hereby amended as follows:

2. TERM - The term of this Contract is for three years commencing, July 1, 2013 and running through June 30, 2016. The Superintendent and the Technology Integration 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 September 1 of each year.
3. WORK YEAR – The position requires 225 work days, which shall include all days that school is in session for students, unless otherwise agreed upon by the Superintendent, as well as 5 days that will take place immediately following the last day of school and five days prior to the start of the new school year. All other days will be scheduled in a fashion that is mutually agreed upon by the Technology Integration Administrator and the Superintendent.
4. COMPENSATION – Sentence to be amended to read:
Effective July 1, 2013 salary shall be \$88,434.
11. CELLPHONE – The Superintendent agrees to pay the flat sum of \$50 per month to the Technology Integration Administrator to go towards the cost of her monthly cellphone bills. The Technology Integration Administrator will not receive a District cellphone.

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS
ADDENDA TO THE AGREEMENT AND DUPLICATE THEREOF, ON
THIS 3rd DAY OF September 2013.



Jeffrey W. Granatino
Superintendent of Schools



April Goran
Technology Integration Administrator

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS


ADDENDA TO

APRIL GORAN
EMPLOYMENT CONTRACT
JULY 1, 2011 – JUNE 30, 2013

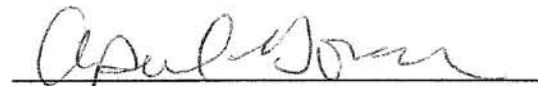
The attached Employment Contract covering the period July 1, 2011 – June 30, 2013 is hereby amended as follows:

4. COMPENSATION – Sentence to be amended to read:
Effective July 1, 2012 salary shall be \$86,700 (2% increase).

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS
ADDENDA TO THE AGREEMENT AND DUPLICATE THEREOF, ON
THIS 6th DAY OF August 2012.



Jeffrey W. Granatino
Superintendent of Schools



April Goran
Technology Integration Administrator

**CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS**

**TECHNOLOGY INTEGRATION ADMINISTRATOR
EMPLOYMENT CONTRACT**

This AGREEMENT is made this 4th day of March 2011, between Jeffrey W. Granatino., Superintendent of the Canton Public Schools, hereinafter referred to as the "Superintendent" and April Goran hereinafter referred to as the "Technology Integration Administrator". IN CONSIDERATION of the mutual promises contained herein, the parties hereto mutually covenant and agree as follows:

1. EMPLOYMENT:

The Superintendent hereby employs April Goran, as Technology Integration Administrator for the Canton Public Schools, and April Goran accepts employment subject to the terms and conditions hereinafter provided.

2. TERM:

The Technology Integration Administrator shall be employed for the remainder of this year followed by a two year period commencing July 1, 2011 and ending June 30, 2013.

3. WORK YEAR:

The position requires 225 work days, which shall include all days that school is in session for students as well as 10 additional days, unless otherwise approved by the Superintendent. The per diem rate for this position shall be 1/225 of the annual salary. The schedule for the 10 additional days will be worked out with you and the Director of Curriculum & Instruction.

4. COMPENSATION:

Beginning April 19, 2011, the Technology Integration Administrator shall be paid an annual salary of \$85,000 (prorated) in bi-weekly installments through June 30, 2012. The Superintendent and the Technology Integration Administrator shall meet at least ninety (90) days prior to for the purpose of reviewing the Technology Integration Administrator's salary and expenses to take effect on July 1, 2012 through June 30, 2013.

5. TERMINATION:

(a) In the event that the Technology Integration Administrator desires to terminate this contract before the term of service has expired, she may do so by giving at least thirty (30) days notice of her intention to the Superintendent. (b) Throughout the term of this contract and property right the Technology Integration Administrator shall be subject to discharge only for good cause, provided, however, that the Superintendent does not arbitrarily or capriciously call for her dismissal.

6. **DUTIES:**
The Technology Integration Administrator shall faithfully carry out the duties of her position in accordance with the provisions of the existing job description.
7. **PROFESSIONAL DAYS:**
The Technology Integration Administrator shall be allowed three (3) professional days per year. The Technology Integration Administrator shall not be compensated for any unused days. Additional days may be allowed at the discretion of the Superintendent. The Technology Integration Administrator shall not receive monetary compensation or other thing of value for consulting work, speaking engagements, writing, lecturing, or other activity beyond her professional obligations to the Canton Public Schools if it is performed on school time or on professional days.
8. **PERSONAL BUSINESS DAYS:**
The Technology Integration Administrator will be entitled to (3) three personal business days per work year, subject to advance approval by the Superintendent.
9. **REIMBURSEMENT OF EXPENSES:**
The Superintendent may, at his own discretion, reimburse the Technology Integration Administrator for expenses incurred in attendance at local, state, and national meetings.
10. **STATE RETIREMENT ASSOCIATION:**
The Technology Integration Administrator shall be a member of the Massachusetts Teacher's Retirement System as required by M.G.L. Chapter 32, Section 2.
11. **CELLPHONE:** - The Canton Public Schools shall provide the Technology Integration Administrator and pay the monthly expenses of a cellphone/PDA for the purpose of conducting school business and occasional, incidental personal business. At the conclusion of his term as Technology Integration Administrator, this equipment shall remain the property of the Canton Public Schools.
12. **IPAD:** The Canton Public Schools shall provide the Technology Integration Administrator An iPad, which the Technology Integration Administrator is free to use outside of her office, including at her home. At the conclusion of his term as Technology Integration Administrator, this iPad, shall remain the property of the Canton Public Schools.
11. **HEALTH AND LIFE INSURANCE:**
The Technology Integration 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 Public Schools, subject to the same terms and conditions and at the same rate of contribution applicable to said employees

12. **SICK LEAVE POLICY:**

The Technology Integration Administrator may earn sick leave at the rate of (18) eighteen days per year. This may be accumulated without limit.

13. **BEREAVEMENT LEAVE:**

The Technology Integration Administrator shall be entitled to all bereavement leave benefits currently available to teachers in the Canton Public Schools

15. **EVALUATION/PERFORMANCE:**

The Technology Integration Administrator shall fulfill all aspects of this contract. She shall be evaluated annually by the Director of Curriculum & Instruction. Evaluation will be based on progress made in relationship to goals that are established each fall by the Director 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 Director will expect to find through the evaluation process are:

- **An unwavering commitment to highly effective teaching**
- **High quality professional development to support the Technology Integration of technology to enhance teaching and learning**
- **Accurate assessment of the way technology is employed in order to ensure that the system's resources and priorities are focused on enhancing student learning.**
- **The promotion of collaborative relationships with staff**

Assessments will be based upon direct observation of your work, feedback received from administrators, faculty, and other staff members, as well as review of material that you have distributed. Additionally, you will receive informal feedback from the Director throughout the year as part of her ongoing supervision and support.

16. **ENTIRE AGREEMENT:**

This contract embodies the entire agreement between the Superintendent and the Technology Integration 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 Agreement shall have any effect unless set forth in writing and specifically referred to as a modification or addition to this Agreement and signed by both parties hereto.

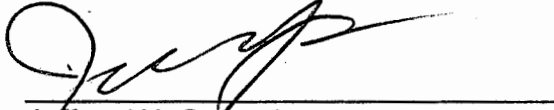
17. **INVALIDITY:**

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

18. The monetary provisions of any successor are subject to approval by

Town Meeting.

WITNESS WHEREOF the parties hereto sign and seal this Agreement and a duplicate thereof this 4th day of March, 2011.



Jeffrey W. Granatino
Superintendent of Schools



April Goran
Technology Integration Administrator