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CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

HOME SCHOOL INTERVENTIONIST
EMPLOYMENT CONTRACT

This **AGREEMENT** is made by and between the Canton Public Schools ("Canton"), acting through its Superintendent ("Superintendent") and Katharine Doherty.

In CONSIDERATION of the mutual promises contained herein, the parties hereto mutually covenant and agree as follows:

1. **EMPLOYMENT:**

The Canton Public Schools hereby employs Katharine Doherty as a Home School Interventionist at the Canton High School, and Katharine Doherty (hereinafter referred to as the ("Home School Interventionist")) hereby accepts such employment subject to the terms and conditions hereinafter provided.

2. **TERM:**

The Home School Interventionist shall be employed for a period commencing on September 1, 2019 through August 31, 2022.

3. **COMPENSATION:**

The Employer agrees to pay the Home School Interventionist in consideration of the faithful, diligent and competent performance of his/her duties and responsibilities as Home School Interventionist a salary of sixty-six thousand, two hundred, seventy-three (\$66,273.) dollars for the period of September 1, 2019 to August 31, 2020. The Superintendent and the Home School Interventionist shall meet at least ninety (90) days prior to September 1 of each subsequent year of the contract for the purpose of reviewing and establishing the Home School Interventionist's salary to take effect as of September 1 of the next contract year.

4. **DUTIES:**

The Home School Interventionist shall faithfully carry out the duties of his/her position in accordance with the provisions of the existing job description. The Home School Interventionist recognizes that his/her responsibilities and conduct are not determined by prescribed hours and conditions and will perform the directed and implied duties of his/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.

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5. **WORK YEAR:**

The position requires 188 days of work, which shall include including the 183 days school is in session. The Additional 5 days shall be scheduled in consultation with the Director of Student Services. Additional days, as requested by the Director of Student Services, will be paid at a per diem rate of 1/188.

6. **LICENSURE:**

The Home School Interventionist shall furnish and maintain throughout the term of this contract a valid and appropriate certificate/license deemed appropriate by the Superintendent.

7. **TERMINATION:**

A. In the event that the Home School Interventionist desires to terminate this contract before the term of service shall have expired, she may do so by giving at least ninety (90) days written notice of such intention to the Superintendent, with a time for such termination to be jointly established between the Home School Interventionist and the Superintendent and confirmed in writing.

B. The Superintendent may terminate this contract at any time during its term due to reduction in force or reorganization resulting from declining enrollment or other budgetary reasons.

C. Notwithstanding any provision to the contrary, the Superintendent may dismiss the Home School Interventionist, and thus terminate this contract, for good cause. As used herein, "good cause" shall mean any grounds put forth by the Superintendent which are not arbitrary, irrational, unreasonable, in bad faith or not relevant to the sound operation of the school system. Prior to any dismissal for good cause, the Superintendent will notify the Home School Interventionist of the intended dismissal with an explanation of the grounds therefore and, if the Home School Interventionist so requests, will provide his/her with an opportunity for a meeting to review the decision and to present information pertaining to its basis and to the employee's status.

D. In the event this contract is terminated, any and all financial and other obligations by either party under the contract shall cease.

8. **REIMBURSEMENT OF EXPENSES:**

The Employer may, at the Superintendent's discretion, reimburse the Home School Interventionist for expenses incurred in attendance at local, state, and national meetings. Professional Development expenses will be reimbursed at the discretion of the Director of Student Services. Mileage reimbursement, as approved by the Director of Student Services, will be paid at the current IRS rate.

- 97 9. **STATE OR COUNTY RETIREMENT ASSOCIATION:**
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99 The Home School Interventionist shall be a member of the Norfolk County Retirement
100 System.
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- 103 10. **INSURANCE BENEFITS**
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105 The Home School Interventionist shall be entitled to all insurance (medical, hospital, life,
106 and workman's compensation) benefits and all other fringe benefits currently available to
107 teachers and other administrators, such benefits not to be reduced unless expressly
108 provided for in his/her contract or agreed upon in the future.
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- 110 11. **(Intentionally Left Blank)**
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- 112 12. **LEAVES**
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- 114 **12.1 Sick Leave** – The Home School Interventionist shall be entitled to fifteen (15)
115 days of sick leave during each year of his/her Contract. In addition to personal injury
116 or illness, the Home School Interventionist may use a maximum of five (5) days of
117 his/her accrued paid sick leave each year for illness in his/her immediate family
118 (spouse, child, parent, or relative living within his/her household).
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- 120 **12.2 Bereavement Leave** – In case of death during the school year of any member of
121 the Home School Interventionist's family (grandparent, grandchild, brother, sister,
122 mother-in-law, father-in-law, brother-in-law, and sister-in-law), no reduction of salary or
123 reduction in accumulated sick leave shall be made for absence not exceeding three (3)
124 school days. In case of death during the school year of the Home School
125 Interventionist's spouse, parent, child, or person living in the Home School
126 Interventionist's household, no reduction of salary or reduction in accumulated sick
127 leave shall be made for absence not exceeding five (5) school days. In case of death
128 during the school year of the Home School Interventionist's nephew, niece, or other
129 relative not mentioned elsewhere in his/her section, one (1) day's leave without loss of
130 pay or accumulated sick leave shall be granted on the day of the funeral.
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- 132 **12.3 Personal Leave**- The Home School Interventionist shall be entitled to three (3)
133 personal days during each year of his/her contract.
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- 135 13. **EVALUATION/PERFORMANCE:**
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- 137 The Home School Interventionist shall fulfill all aspects of this contract. She shall be
138 evaluated annually in writing by the Director of Student Services or designee.
139 Evaluation will be based on progress made in relationship to goals that are established
140 each fall by the Home School Interventionist in conjunction with the Director.
141 Performance evaluation will also be determined in relationship to indicators of effective
142 instructional, organizational practice (These will be outlined in more detail as we
143 develop a common understanding of these parameters). The key qualities/evidence
144 that the Superintendent will expect to find through the evaluation process are/is:

- 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.

Assessment will be based upon direct observation of the Home School Interventionist's work, feedback received from parents, administration, as well as review of written material from the Home School Interventionist's. Additionally, the Home School Interventionist will receive informal feedback from the Director throughout the year as part of his/her ongoing supervision and support.

14. **ENTIRE AGREEMENT**

This Contract embodies the whole agreement between the Superintendent and the Home School Interventionist and supersedes all prior agreements between the parties. There are no other inducements, promises, terms, conditions or obligations made or entered into by either party other than those contained herein. This Contract may not be changed except by a writing signed by the party against whom enforcement thereof is sought.

15. **WAIVER**

The parties agree that any waiver of any term or provision of this Agreement, by either party, shall not be binding upon the parties unless said waiver is in writing and signed by both parties.

16. **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.

17. **CONSTRUCTION OF AGREEMENT**

This Agreement shall be executed in triplicate, each of which shall constitute an original and shall be construed in accordance with the laws of the Commonwealth of Massachusetts as they are in effect on the date of execution.

18. **APPROPRIATION**

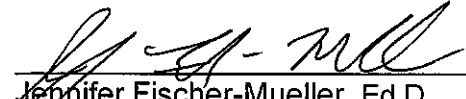
The monetary provisions of this Contract are subject to approval and appropriation by the Canton Annual Town Meeting. If approval or funding is withheld by the Canton Annual Town Meeting, this contract will be immediately terminated, without further obligations by the Town of Canton or the Canton Public Schools.

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IN WITNESS WHEREOF, the parties have hereunto signed and sealed this Agreement in triplicate this 20th day of June 2019.

FOR THE CPS by:

Assented to by:



Jennifer Fischer-Mueller, Ed.D
Superintendent of Schools



Katharine Doherty
Home School Interventionist