

CANTON PUBLIC SCHOOLS
CANTON, MASSACHUSETTS

ADDENDA TO

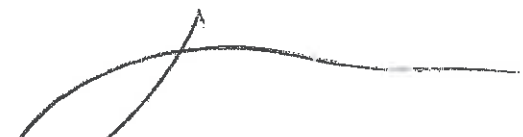
CATHERINE DEMASSI
EMPLOYMENT CONTRACT
September 1, 2015 – August 31, 2017

The attached Employment Contract covering the period September 1, 2015 – August 31, 2017.

2. TERM - Sentence to be amended to read:
The term of this Contract is for a period commencing September 1, 2015 - August 31, 2017.

3. COMPENSATION – Sentence to be amended to read:
Effective September 1, 2015 salary shall be \$61,200.

IN WITNESS WHEREOF, THE PARTIES HERETO SIGN AND SEAL THIS ADDENDA TO THE AGREEMENT AND DUPLICATE THEREOF, ON THIS 26 DAY OF August 2015.



Jennifer A. Henderson
Interim Superintendent of Schools



Catherine DeMassi
Home School Interventionist

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 Catherine DeMassi hereinafter referred to as ("Home/School Interventionist"). In consideration of the promises herein contained, the parties hereto mutually agree as follows:

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 Ms. DeMassi as a Home/School Interventionist, and Ms. DeMassi (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 one-year period commencing on August 27, 2014 through August 26, 2015. The Superintendent and the Home/School Interventionist, 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 August 31, 2015.
3. **WORK YEAR:**
The position requires 183 days of work, which shall include all days that school is in session unless otherwise approved by the Superintendent. Additional days, as requested by the Director of Student Services (not to exceed five), will be paid at a per diem rate of 1/183.
4. **COMPENSATION:**
The Employer agrees to pay the Home/School Interventionist in consideration of the faithful, diligent and competent performance of her duties and responsibilities as Home/School Interventionist a salary of \$60,000 for the period August 27, 2014 through August 26, 2015.
5. **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 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.

6. **DUTIES:**

The Home/School Interventionist shall faithfully carry out the duties of her position in accordance with the provisions of the existing job description. The Home/School Interventionist recognizes that her 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.

7. **PERSONAL BUSINESS DAYS:**

The Home/School Interventionist will be entitled to three (3) personal business days per work year, subject to advance approval by the Superintendent.

8. **REIMBURSEMENT OF EXPENSES:**

The Employer may, at the Superintendent's discretion, may 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.

9. **STATE RETIREMENT ASSOCIATION:**

The Home/School Interventionist shall be a member of the Massachusetts Teachers' Retirement System as required by the Massachusetts General Laws.

10. **FRINGE BENEFITS:**

The Home/School Interventionist shall be entitled to all insurance (medical, hospital, dental, and life) benefits currently available to Town employees generally.

11. **SICK LEAVE POLICY:**

The Home/School Interventionist may earn sick leave at the rate of fifteen (15) days per year. This may be accumulated without limit.

12. **BEREAVEMENT LEAVE:**

In case of death during the work year of any member of the Home/School Interventionist'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 the Home/School Interventionist'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) work days. In case of death during the work year of the Home/School Interventionist's nephew, niece, or other relative not mentioned elsewhere in this paragraph, one (1) day's leave without loss of pay or accumulated sick leave shall be granted on the day of the funeral.

13. **EVALUATION/PERFORMANCE:**

The Home/School Interventionist shall fulfill all aspects of this contract. She shall be evaluated per state regulation throughout its term by the Principal and/or his designee. Evaluation will be based on progress made in relationship to goals that are established during the fall by the Principal and/or his designee. 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 Home/School Interventionist's work, feedback received from parents, faculty, and other staff members, as well as review of written material from the Principal and/or his designee. Additionally, the Home/School Interventionist will receive informal feedback from the Principal and/or his designee throughout the year as part of

her ongoing supervision and support.

14. **ENTIRE AGREEMENT:**

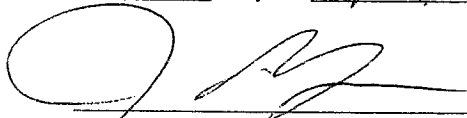
This contract embodies the entire agreement between the Employer and the Home/School Interventionist and there are no inducements, promises, terms, conditions, or obligations made or entered into by either party other than those contained herein. No modification or addition to this Agreement shall have 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.

15. **INVALIDITY:**

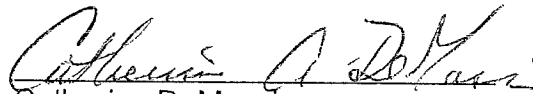
If any paragraph or part of this Agreement is invalid, it shall not affect the remainder of said Agreement, but said remainder shall be binding and effective against all parties.

16. The monetary provisions of this Contract are subject to approval of the Annual Town Meeting.

In witness whereof the parties sign and seal this Agreement and a duplicate thereof this 15th day of April, 2014.



Jeffrey W. Granatino
Superintendent of Schools



Catherine DeMassi
Home/School Interventionist