

F) SERVICE DIRECTOR EMPLOYMENT , EEMENT 2007-08

The Town of Uxbridge School Committee and the Town of Hopedale School Committee, acting through its Superintendents of Schools and Janice Watt herewith agree that Janice Watt shall be employed as the Food Service Director of the Uxbridge Public Schools and the Hopedale Public Schools on the following terms and conditions:

- 1) Salary: Janice Watt shall be paid an annual salary of \$63,900. Uxbridge shall pay \$44,100 of total salary per year, and Hopedale shall pay \$19,800 of total salary per year.
- 2) Term and work year: Ms. Watt is to work 200 days per year (which will include all days that schools are in session). 70% of time shall be spent in Uxbridge, and 30% of time shall be spent in Hopedale. The Food Service Director will work on an as needed basis during non-school days as the position requires. The term of employment shall be a period of one year, commencing on July 1, 2007, until June 30, 2008.
- 3) Duties: Janice Watt, subject to the direction of the Superintendents and budgetary limits set by the School Committees, shall be responsible for the entire management and supervision of the food service program for the Uxbridge and Hopedale Schools, including but not limited to the preparation and administration of the food service budget, the acquisition of equipment and supplies, the employment and supervision of cafeteria staff, planning and delivery of meals and such other related responsibilities as may be assigned from time to time by the Superintendents of Schools.
- 4) Other: It is recognized that the Town of Uxbridge School Committee employs Janice Watt as Food Service Director and that Janice Watt has similar duties and responsibilities to those set forth herein for the Hopedale Schools. In the event that any conflicts arise between the duties in Uxbridge and Hopedale, the respective Superintendents of each school system have agreed to mutually resolve the same. It is the responsibility of Janice Watt to bring any potential conflicts to the attention of the Superintendents. The cooperative relationship between the respective school systems does not constitute a joint employment relationship amongst Janice Watt, Uxbridge and Hopedale. In the event that the Superintendents cannot resolve conflict between the two school systems, then Janice Watt, upon ninety- (90) calendar day's notice from the Uxbridge Superintendent, agrees that she will terminate her employment with Hopedale Public Schools. In that event, the Uxbridge Public Schools shall be responsible to provide full salary and benefits to Janice Watt.
- 5) Benefits: The following benefits shall be available to Janice Watt:
 - i) State Retirement: The Food Service Director shall be a member of the Worcester County Retirement Board.
 - ii) Group Health and Life Insurance: The group health and the group life insurance plan provided by the Town of Uxbridge shall be available to the Food Service Director.
 - iii) Sick leave: The Food Service Director shall be entitled annually to 15 days sick leave with pay. Unused sick days may accumulate to a maximum of 180 days.
 - iv) Personal leave: The Food Service Director shall be entitled to 5 personal leave days per year.
 - v) Bereavement days: The Food Service Director shall be entitled to 5 bereavement days for the loss of an immediate family member and 2 bereavement days for the loss of relatives not of the immediate family or friends.

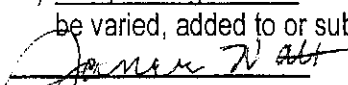
- 6) Reimbursement for Education: The Town of Uxbridge will reimburse the Food Service Director in an amount not to exceed one thousand dollars (\$1000.00) in any one year of the term of this agreement. The Town of Hopedale will reimburse the Food Service Director in an amount not to exceed five hundred dollars (\$500.00) in any one year of the term of this agreement for courses taken by her in the furtherance of her education, provided, however, that her attendance at such courses shall have been approved in advance by the Superintendent.
- 7) Reimbursement for Expenses: The Superintendents of the Uxbridge and Hopedale Schools shall reimburse the Food Service Director for all expenses reasonably incurred in the performance of her duties under this Agreement, provided, however, that the amount of each such reimbursement during each school year of the term, shall not, without express approval of the Superintendents, exceed an amount which shall be initially agreed upon to by the Superintendents and the Food Service Director through the budget process in each town. Such expenses shall include, but shall not be limited to costs of transportation and attendance at appropriate local, regional, state and national meetings and conferences.
- 8) Reimbursement for Mileage: The Town of Uxbridge shall pay \$30 per pay period and the Town of Hopedale shall pay \$30 per pay period.
- 9) Performance Evaluation: The Superintendents shall evaluate the performance of the Food Service Director in writing once a year during her work year. The evaluation shall be related to the duties and responsibilities of the Food Service Director as set forth in her position description and to the goals and objectives established by the Superintendents and the Food Service Director, and in the guidelines for administrative personnel according to MGL 71, section 59B. Each year, a minimum of two and no more than three goals based on MGL 71, section 59B will be met.

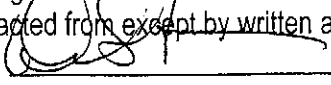
In the event that deficiency in performance is identified through the evaluation process, Mrs. Watt shall be given specific direction for remediation for which she will have one year to demonstrate improve performance.

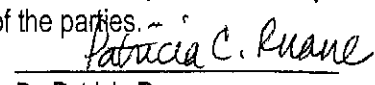
The performance evaluation will serve as the basis for the renewal of the contract.

- 10) Termination of Agreement: This Agreement may be terminated during its term by:
- Mutual agreement of the parties;
 - Retirement of the Food Service Director;
 - Dismissal of the Food Service Director for inefficiency, incapacity, conduct unbecoming of a Food Service Director, the procedure set forth in Chapter 71, Section 42 of the Massachusetts General Laws shall be adhered to;
 - Death of the Food Service Director
 - May be terminated by Mrs. Watt, provided at least sixty (60) days notice is given to the Superintendents;
 - May be terminated by the Superintendents, provided at least sixty(60) days notice is given to the Mrs. Watt.

- 10) Complete Agreement: This Agreement constitutes the complete agreement of the parties and may not be varied, added to or subtracted from except by written agreement of the parties.


Janice Watt
Director of Food Service
Date: 8-6-07


Daniel Stefanilo
Superintendent, Uxbridge Schools
Date: 8/11/07


Dr. Patricia Ruane
Superintendent, Hopedale Schools
Date: 7/20/07