



HOPEDALE PUBLIC SCHOOLS

OFFICE OF THE SUPERINTENDENT

JUNIOR-SENIOR HIGH SCHOOL BUILDING
25 ADIN STREET
HOPEDALE, MASSACHUSETTS 01747

PATRICIA C. RUANE Ed.D.
SUPERINTENDENT OF SCHOOLS

TEL (508) 634-2220
FAX (508) 478-1471

INDIVIDUAL EMPLOYMENT CONTRACT PROFESSIONAL TEACHER STATUS

Agreement made by and between the Hopedale School District, hereinafter referred to as "**Hopedale**" and **Patricia Armour**, hereinafter referred to as "**the teacher**".

For the consideration hereinafter set forth, **Hopedale** agrees to employ the teacher with professional teacher status in the role/position of **High School Math Teacher** in the Hopedale Public Schools pursuant to MGL Chapter 71, sections 41 and 42, and the **teacher** agrees to serve in that position subject to the conditions listed below.

1. The **teacher** shall obtain and maintain in force during employment a valid Massachusetts teacher certificate for the position in which employed, pursuant to MGL Chapter 71, section 38;
2. The **teacher** agrees to conform to all Federal and State laws relative to their employment in the public schools;
3. The **teacher** agrees to abide by all policies, rules and regulations as have been or may be promulgated by the Committee during the term of this contract.
4. The **teacher** will be allowed absence during the school year without loss of pay according to the terms of the Collective Bargaining Agreement.
5. The **teacher** shall file with the Superintendent of Schools such reports relating to personnel history or medical information as may be necessary or required by statute.

Term: This agreement shall be effective on **August 28, 2006**.

Termination: This agreement may be terminated upon mutual consent of both parties or by the teacher upon provision of not less than 30 calendar day's written notice of intent to terminate. In accordance with MGL Chapter 71, §42 this agreement may be terminated by the Principal and/or Superintendent for reasons of inefficiency, incompetency, insubordination, incapacity, conduct unbecoming a teacher, or failure on the part of the teacher to satisfy teacher performance standards developed pursuant to section 38 of this chapter or other just cause.

Salary: For the services rendered by the teacher under the first year of this contract, **Hopedale** shall pay the teacher the sum of **\$44,545** specified on Step **4B** of the Unit A Salary Schedule. An additional **\$246.10** will be paid for participation in a January 24th professional development day. In the event that the contract is terminated prior to the term specified, the salary shall be prorated on a per diem basis; otherwise all salary due under this contract shall be paid in twenty-six (26) equal, bi-weekly payments which shall commence in **September, 2006**, less any deductions authorized by law, the teacher's written request, or the current Collective Bargaining Agreement.

Patricia C. Armour
Teacher
Glenn Breen
Principal
Patricia C. Ruane
Superintendent

8/28/07
Date

Date

8-2-07
Date



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Individual Teacher
Probationary Contract

Agreement made by and between the Hopedale School District, hereinafter referred to as "Hopedale" and Kathryn Adams, hereinafter referred to as "Teacher".

For the consideration hereinafter set forth, Hopedale agrees to employ the teacher as High School Special Education in the Hopedale Public Schools, and the teacher agrees to serve in that position subject to the terms and conditions listed below.

1. The teacher shall obtain and maintain in force during employment a valid Massachusetts teaching certificate for the position employed, pursuant to MGL, Chapter 71, Section 38
2. The teacher agrees to conform to all Federal and State laws relative to their employment in the public schools;
3. The teacher agrees to abide by all policies, rules and regulations as have been or may be promulgated by the Committee during the term of this contract;
4. The teacher will be allowed absence during the school year without loss of pay, according to the terms of the Collective Bargaining Agreement;
5. The teacher shall file with the Superintendent of Schools such reports to personnel history or medical information as may be necessary or required by statute.

Term: This is a probationary contract for one school year commencing on August 27, 2007 and ending on August 31, 2008, and SHALL NOT BE RENEWED OR EXTENDED except upon the specific action of the Hopedale Public Schools and the issuance of a successor agreement. The teacher shall be notified in writing on or before June fifteenth whenever such person is not to be employed for the following school year.

Termination: This agreement may be terminated upon the mutual consent of both parties. During the first ninety (90) calendar days of this agreement, it may be terminated by the Principal and/or the Superintendent on an at will basis as provided by MGL Chapter 71, section 42, and after the ninety-first (91) calendar day, this agreement may be terminated for cause by the Principal and/or Superintendent and with the explanation of the grounds for dismissal as provided by statute above referenced. The teacher may terminate the agreement by providing Hopedale with not less than thirty (30) calendar days written notice of intent.

Salary: For the services rendered by the teacher under the first year of this contract, Hopedale shall pay the teacher the sum of \$ 41,611 specified on Step 3B of the Unit A Salary Schedule. In the event that the contract is terminated prior to the term specified, the salary shall be prorated on a per diem basis; otherwise all salary due under this contract shall be paid in twenty-six (26) equal, bi-weekly payments which shall commence in August, 2007 less any deductions authorized by law, the teacher's written request, or the current, Collective Bargaining Agreement.

Kathryn E Adams
Teacher

8/14/07
Date

Jennib Breen
Principal
Patricia C. Ruane

Date

Superintendent

7-25-07
Date



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*Professional Teacher Contract Terms**

Name: *Cynthia Cole* School Year: 2007/2008 Step: *13M+45*

Base Salary: *71,615* Other(s):

Total Salary: 71,615 Bi-Weekly: 2,754.42 Per Diem: 395.66

** All terms and conditions specified in the Collective Bargaining Agreement and/or Personnel Policies*

Cynthia A. Cole

Signature of Teacher

Patricia C. Ruane

Signature of Superintendent

8/26/07
Date

Date



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Individual Certified Personnel Contract

Name: Judy Carlson

Position: Elementary School Nurse

School Year: 2007-2008

Type: _____ Full Time (250 days) ☒ School Year (181 days) _____ Other

Location: _____ BBC ☒ Memorial _____ Jr.-Sr. High School

The employer agrees to employ and the employee agrees to serve in the named position for the Hopedale Public Schools for the period shown, subject to the following:

HOURS: To be determined

SALARY: \$ 57,032 (Step 9B)

BENEFITS: Benefits shall be governed by:

☒ Collective Bargaining Agreement _____ Non-Certified Personnel Policies

TERMS: This agreement is subject to renewal, annually. This contract may be terminated by either party upon presentation of written notice (2) weeks in advance of the effective date.

Patricia C. Ruane

For the School Committee

7-25-07

Date

Judith M. Carlson

Employee

8-25-07

Date



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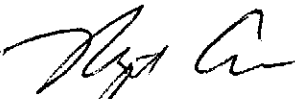
*Professional Teacher Contract Terms**

Name: *Michael Aw* School Year: 2007/2008 Step: *12M*

Base Salary: 66,299 Other(s):

Total Salary: 66,299 Bi-Weekly: 2,549.96 Per Diem: 366.29

* All terms and conditions specified in the Collective Bargaining Agreement and/or Personnel Policies



Signature of Teacher
Patricia C. Ruane

Signature of Superintendent

8/10/07
Date
8/1/07
Date