

EMPLOYMENT AGREEMENT
TOWN OF ROCKLAND, MASSACHUSETTS

AND

Jeanne Blaney

WHEREAS, The Youth Commission (hereafter referred to as the "Commission") has appointed Jeanne Blaney (hereafter referred to as the Youth Service Director) to the position of permanent, full-time Youth Service Director, effective July 1, 2015, the Town of Rockland and the Youth Service Director hereby enter into the following agreement:

ARTICLE 1: DUTIES

- a. The Town of Rockland hereby agrees to employ Jeanne Blaney as the Youth Service Director of the Town of Rockland to perform the functions and duties specified in Massachusetts General Laws, Town Charter, Town By-Laws and approved job description and to perform other legally permissible and proper duties and functions as the Youth Service Director.
- b. The Youth Service Director shall be responsible for the over-all supervision of the total program of the Youth Commission. The Director shall be hired and shall work under the direction of the Town Youth Commission appointed by the Board of Selectmen. It will be the job of the Director to report regularly to the Commission on the programs and need of various aspects of the program. The Director shall carry out all policies adopted by the Youth Commission.
- c. The Youth Service Director will plan programs for the youth in the Town and hire program personnel to carry out the Youth Commission plans. The Youth Service Director shall supervise all McKinley Community Center municipal employees & personnel.
- d. The Director shall represent the Commission on all pertinent boards and committees in Town.
- e. The Youth Service Director shall serve as McKinley Community Center Building Supervisor.

ARTICLE II: TERM

The Youth Service Director shall serve a probationary period of six (6) months from the date of hire. During the probationary period, the Director may be terminated without benefit or recourse to any provision of the Agreement. The Youth Service Director shall be employed for a period of 1 year, commencing July 1, 2015 and ending June 30, 2016, at which time the contract and job performance will be reviewed.

ARTICLE III: HOURS OF WORK AND WEEK

The work week shall normally consist of thirty-five (35) hours per week. The Youth Service Director shall receive compensatory time off from the work week equal to the number of hours worked for work performed over the normal thirty-five (35) hours per week in lieu of monetary compensation.

ARTICLE IV: SALARY

Effective **July 1, 2015 to June 30, 2016**, the Youth Service Director shall be paid a salary of **\$42,000.00**.

ARTICLE V: VACATION

a. The Youth Service Director shall receive paid vacation leave annually depending on years of service in accordance with the following schedule:

One (1) year to ten (10) years:	15 days
Above ten (10) years:	20 days

b. In the event of termination of this Agreement by either party, the Youth Service Director shall receive a lump sum cash payment in lieu of any earned vacation leave not yet taken.

ARTICLE VI: HOLIDAYS

The Youth Service Director shall be entitled to receive the same paid holidays as the Town Hall schedule.

ARTICLE VII: SICK LEAVE

The Youth Service Director shall be granted nine sick days (9) annually, accrued at the rate of 3/4 days per month.

The Youth Service Director shall be allowed to accumulate all unused days to a maximum of one hundred and fifty (150) days. In the event of the retirement of the Youth Service Director, any accumulated sick leave is not reimbursable. In the event of the death of the Youth Service Director, any accumulated sick leave is not reimbursable.

ARTICLE VIII: BEREAVEMENT

The Youth Service Director shall receive leave without loss of pay in the event of a death in the employee's immediate family. Such leave shall be up to five (5) days commencing with the day after the death of said family member. The immediate family shall include a spouse, child, father, mother, mother-in-law, father-in-law, daughter-in-law, son-in-law, sister, brother, grandchild, grandparent, stepparent, stepchild, aunt, uncle, brother-in-law and sister-in-law.

