



Natick Public Schools  
Central Office

Marianne Davis  
Director of Human Resources

Dr. Peter Sanchioni, Superintendent  
Dr. Anna Nolin, Assistant Superintendent for Teaching, Learning & Innovation  
Timothy Luff, Assistant Superintendent for Student Services

October 27, 2017

TO: Board of Selectmen  
Town of Natick

RE: Municipal Employees Exemptions

Dear Chairman,

I request the Board of Selectmen grant exceptions for the following employees from the provision of Article 41, Section 4, of the Town of Natick By-Laws in order that the School Department can hire these current town employees under the provisions of MGL Ch 268A S206.

<u>Name</u>	<u>Current Position in School</u>	<u>2<sup>nd</sup> Position in School</u>
Guiseppe Fazio	ABA Technician	ASAP Instructor
Shauna Murphy	Paraprofessional Educator	ASAP Assistant Instructor
Amy Fitzgerald	ASAP Assist Instructor	Paraprofessional Educator

<u>Name</u>	<u>Current Position in Town</u>	<u>2<sup>nd</sup> Position in School</u>
Christian Rodrigues	Police Detective	Coach (Boys Varsity Soccer)
Connor Smerdon	Attendant – Recreation Dept	ASAP Tutor/Mentor

Sincerely,

Marianne E. Davis  
Director of Human Resources

*Natick Public Schools does not discriminate on the basis of race, creed, color, sex, gender identity, religion, nationality, sexual orientation, Physical and intellectual differences, immigration status, or homeless status.*

**DISCLOSURE OF FINANCIAL INTEREST BY MUNICIPAL EMPLOYEE,  
CERTIFICATION BY HEAD OF CONTRACTING AGENCY AND APPROVAL  
AS REQUIRED BY G. L.C.268A §20(b)**

**Note: You are eligible for this exemption only if you meet all of the following requirements:**

Your regular agency is not the contracting agency or an agency that regulates the activities of the contracting agency;

You do not participate in or have official responsibility for any of the activities of the contracting agency;

The contract was made after public notice or competitive bidding;

You complete, sign, and file with the town or city clerk this disclosure form;

**And, if the contract is for your personal services:**

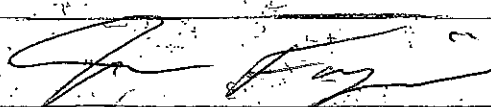
The services will be provided outside your normal municipal working hours;

The services are not required as part of your regular duties as a municipal employee;

You are compensated for the services for not more than 500 hours during a calendar year;

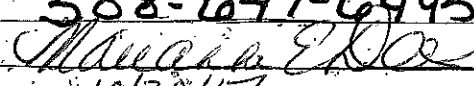
The head of the contracting agency completes and signs the certificate below.

The city or town council, board of aldermen, or board of selectmen approve this exemption from §20 below.

Name:	Giuseppe
Title or Position:	ABA Tech
Agency/Department:	Natick Public Schools
Office Phone:	508-647-6495
Contracting municipal agency:	NATICK PUBLIC SCHOOLS
Contract is for:	ASAP at Johnson
Financial interest of employee and immediate family:	\$6,700.00
Employee Signature:	
Date:	9/27/17

**CERTIFICATE BY HEAD OF CONTRACTING AGENCY  
(if contract is for municipal employee's personal services)**

I certify that no employee of my agency is available to perform the contract services described above as part of his or her regular duties.

Name:	MARIANNE DAVIS
Agency:	NATICK PUBLIC SCHOOLS
Office Phone:	508-647-6495
Signature:	
Date:	10/30/17

**APPROVAL OF EXEMPTION  
(if contract is for municipal employee's personal services)**

The city or town council, board of aldermen, or board of selectmen approve this exemption from §20.

Signature:	
Date:	

After disclosure (and certification and approval, if needed) are completed and signed,  
file this form with the city or town clerk.  
Attach additional pages if necessary.

**DISCLOSURE OF FINANCIAL INTEREST BY MUNICIPAL EMPLOYEE,  
CERTIFICATION BY HEAD OF CONTRACTING AGENCY AND APPROVAL  
AS REQUIRED BY G. L.C.268A §20(b)**

**Note: You are eligible for this exemption only if you meet all of the following requirements:**

Your regular agency is not the contracting agency or an agency that regulates the activities of the contracting agency;  
You do not participate in or have official responsibility for any of the activities of the contracting agency;

The contract was made after public notice or competitive bidding;

You complete, sign, and file with the town or city clerk this disclosure form;

**And, if the contract is for your personal services:**

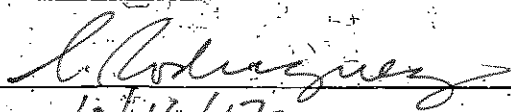
The services will be provided outside your normal municipal working hours;

The services are not required as part of your regular duties as a municipal employee;

You are compensated for the services for not more than 500 hours during a calendar year;


The head of the contracting agency completes and signs the certificate below.

The city or town council, board of aldermen, or board of selectmen approve this exemption from §20 below.

Name:	CHRISTIAN RODRIGUES
Title or Position:	POLICE DETECTIVE
Agency/Department:	POLICE DEPARTMENT
Office Phone:	
Contracting municipal agency:	NATICK PUBLIC SCHOOLS
Contract is for:	BOYS VARSITY SOCCER COACH
Financial interest of employee and immediate family:	\$6,645
Employee Signature:	
Date:	10/16/17

**CERTIFICATE BY HEAD OF CONTRACTING AGENCY  
(if contract is for municipal employee's personal services)**

I certify that no employee of my agency is available to perform the contract services described above as part of his or her regular duties.

Name:	MARIANNE DAVIS
Agency:	NATICK PUBLIC SCHOOLS
Office Phone:	508-642-6495
Signature:	
Date:	10/30/17

**APPROVAL OF EXEMPTION  
(if contract is for municipal employee's personal services)**

The city or town council, board of aldermen, or board of selectmen approve this exemption from §20.

Signature:	
Date:	

After disclosure (and certification and approval, if needed) are completed and signed,  
file this form with the city or town clerk.  
Attach additional pages if necessary.

**DISCLOSURE OF FINANCIAL INTEREST BY MUNICIPAL EMPLOYEE,  
CERTIFICATION BY HEAD OF CONTRACTING AGENCY AND APPROVAL  
AS REQUIRED BY G. L.C.268A §20(b)**

**Note: You are eligible for this exemption only if you meet all of the following requirements:**

Your regular agency is not the contracting agency or an agency that regulates the activities of the contracting agency;  
You do not participate in or have official responsibility for any of the activities of the contracting agency;

The contract was made after public notice or competitive bidding;

You complete, sign, and file with the town or city clerk this disclosure form;

**And, if the contract is for your personal services:**

The services will be provided outside your normal municipal working hours;

The services are not required as part of your regular duties as a municipal employee;

You are compensated for the services for not more than 500 hours during a calendar year;

The head of the contracting agency completes and signs the certificate below.

The city or town council, board of aldermen, or board of selectmen approve this exemption from '20 below.

Name:	CONNOR SMERDON
Title or Position:	ATTENDANT
Agency/Department:	TOWN OF NATICK - RECREATION DEPT
Office Phone:	508-647-6530
Contracting municipal agency:	ASAP - NATICK PUBLIC SCHOOLS
Contract is for:	TUTOR/MENTOR
Financial interest of employee and immediate family:	\$ 3,630
Employee Signature:	Connor Smerdon
Date:	October 2nd 2017

**CERTIFICATE BY HEAD OF CONTRACTING AGENCY  
(if contract is for municipal employee's personal services)**

I certify that no employee of my agency is available to perform the contract services described above as part of his or her regular duties.

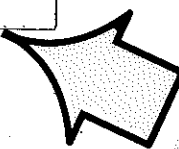
Name:	MARIANDE DAVIS
Agency:	NATICK PUBLIC SCHOOLS
Office Phone:	508-647-6495
Signature:	Mariande Davis
Date:	10/31/17

**APPROVAL OF EXEMPTION  
(if contract is for municipal employee's personal services)**

The city or town council, board of aldermen, or board of selectmen approve this exemption from §20.

Signature:	
Date:	

After disclosure (and certification and approval, if needed) are completed and signed,  
file this form with the city or town clerk.  
Attach additional pages if necessary.



**DISCLOSURE OF FINANCIAL INTEREST BY MUNICIPAL EMPLOYEE,  
CERTIFICATION BY HEAD OF CONTRACTING AGENCY AND APPROVAL  
AS REQUIRED BY G. L.C.268A §20(b)**

**Note: You are eligible for this exemption only if you meet all of the following requirements:**

Your regular agency is not the contracting agency or an agency that regulates the activities of the contracting agency;  
You do not participate in or have official responsibility for any of the activities of the contracting agency;

The contract was made after public notice or competitive bidding;

You complete, sign, and file with the town or city clerk this disclosure form;

**And, if the contract is for your personal services:**

The services will be provided outside your normal municipal working hours;

The services are not required as part of your regular duties as a municipal employee;

You are compensated for the services for not more than 500 hours during a calendar year;

The head of the contracting agency completes and signs the certificate below.

The city or town council, board of aldermen, or board of selectmen approve this exemption from '20 below.

Name:	Amy Fitzgerald
Title or Position:	ASAP Instructor
Agency/Department:	Natick Public Schools
Office Phone:	508-647-6495
Contracting municipal agency:	Natick Public Schools
Contract is for:	Paraprofessional educator
Financial interest of employee and immediate family:	\$20,880.49
Employee Signature:	Amy Fitzgerald
Date:	10/27/17

**CERTIFICATE BY HEAD OF CONTRACTING AGENCY  
(if contract is for municipal employee's personal services)**

I certify that no employee of my agency is available to perform the contract services described above as part of his or her regular duties.

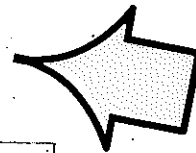
Name:	MARIANNE DAVIS
Agency:	NATICK PUBLIC SCHOOLS
Office Phone:	508-647-6495
Signature:	Marianne Davis
Date:	10/30/17

**APPROVAL OF EXEMPTION  
(if contract is for municipal employee's personal services)**

The city or town council, board of aldermen, or board of selectmen approve this exemption from §20.

Signature:	
Date:	

After disclosure (and certification and approval, if needed) are completed and signed,  
file this form with the city or town clerk.  
Attach additional pages if necessary.



**DISCLOSURE OF FINANCIAL INTEREST BY MUNICIPAL EMPLOYEE,  
CERTIFICATION BY HEAD OF CONTRACTING AGENCY AND APPROVAL  
AS REQUIRED BY G. L.C.268A §20(b)**

**Note: You are eligible for this exemption only if you meet all of the following requirements:**

- Your regular agency is not the contracting agency or an agency that regulates the activities of the contracting agency;
- You do not participate in or have official responsibility for any of the activities of the contracting agency;
- The contract was made after public notice or competitive bidding;
- You complete, sign, and file with the town or city clerk this disclosure form;

**And, if the contract is for your personal services:**

- The services will be provided outside your normal municipal working hours;
- The services are not required as part of your regular duties as a municipal employee;
- You are compensated for the services for not more than 500 hours during a calendar year;
- The head of the contracting agency completes and signs the certificate below.
- The city or town council, board of aldermen, or board of selectmen approve this exemption from '20 below.

Name:	Shauna Murphy
Title or Position:	Paraprofessional
Agency/Department:	Town of Natick - Natick Public Schools
Office Phone:	508-647-6400
Contracting municipal agency:	ASAP - Natick Public Schools
Contract is for:	Assistant Instructor
Financial interest of employee and immediate family:	\$6,000
Employee Signature:	Shauna Murphy
Date:	9/19/17

**CERTIFICATE BY HEAD OF CONTRACTING AGENCY  
(if contract is for municipal employee's personal services)**

I certify that no employee of my agency is available to perform the contract services described above as part of his or her regular duties.

Name:	MARIANNE DAVIS
Agency:	NATICK PUBLIC SCHOOLS
Office Phone:	508-647-6495
Signature:	Marianne Davis
Date:	10/30/17

**APPROVAL OF EXEMPTION  
(if contract is for municipal employee's personal services)**

The city or town council, board of aldermen, or board of selectmen approve this exemption from §20.

Signature:	
Date:	

After disclosure (and certification and approval, if needed) are completed and signed,  
file this form with the city or town clerk.  
Attach additional pages if necessary.