



Natick Public Schools
Central Office

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

Marianne Davis
Director of Human Resources

January 23, 2018

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>2nd Position in School</u>
Erin Foley	Middle School Teacher	ASAP Substitute Instructor
Christine Michelson	High School Teacher	ASAP Substitute Instructor
Heather Pearson	High School Teacher	ASAP Substitute Instructor

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:	Heather Pearson
Title or Position:	Teacher
Agency/Department:	Town of Natick - Natick Public Schools
Office Phone:	508-647-6400
Contracting municipal agency:	ASAP - Natick Public Schools
Contract is for:	Substitute Instructor
Financial Interest of employee and immediate family:	
Employee Signature:	Heather Pearson
Date:	1/22/10

**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:	1/23/10

**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)**

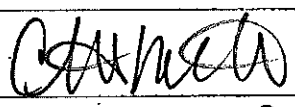
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And, If the contract is for your personal services:

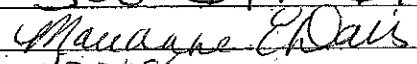
- The services will be provided outside your normal municipal working hours;
- The services are not required as part of your regular duties as a municipal employee;
- You are compensated for the services for not more than 500 hours during a calendar year;
- The head of the contracting agency completes and signs the certificate below.

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

Name:	Christine Michelson
Title or Position:	Special Education Teacher
Agency/Department:	Natick Public Schools - Town of Natick
Office Phone:	508-647-6400
Contracting municipal agency:	ASA P - Natick Public Schools
Contract is for:	Substitute instructor
Financial interest of employee and immediate family:	
Employee Signature:	
Date:	1/22/2018

**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:	1/23/18

**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:	

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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:	Erin Foley
Title or Position:	Teacher
Agency/Department:	Town of Natick - Natick Public Schools
Office Phone:	(508) 647-6400
Contracting municipal agency:	ASAP - Natick Public Schools
Contract is for:	Substitute instructor
Financial Interest of employee and immediate family:	
Employee Signature:	Erin Foley
Date:	1/22/18

**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:	1/23/18

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