

EMPLOYMENT AGREEMENT
BETWEEN
THE NORTHAMPTON PUBLIC SCHOOLS
AND
DR. PORTIA BONNER

FY2024-FY2026

THIS EMPLOYMENT AGREEMENT (“Agreement”) is made this 29 day of March 2023, by and between the NORTHAMPTON PUBLIC SCHOOL DISTRICT (the “School District”), acting by and through the Northampton School Committee, with a principal place of business at 212 Main St 2nd floor, Northampton, MA 01060 (“the Committee”) and Dr. Portia Bonner (“Dr. Bonner” or “Superintendent”).

WHEREAS, the Committee has the need for a qualified individual to perform the duties of Superintendent for at least a term beginning July 1, 2023 and ending June 30, 2026; and

WHEREAS, the School District wishes to employ Dr. Bonner in that capacity; and

WHEREAS, the parties wish to enter into a written Agreement that sets forth their respective rights and obligations which are not otherwise imposed by law;

NOW THEREFORE, in consideration of the mutual promises contained in this Agreement and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties agree as follows:

1. **Employment.** The Committee, pursuant to the provisions of G.L. e. 71, §59 and the vote of the School Committee on March 27, 2023, hereby employs Dr. Bonner as the Superintendent of Schools of the Northampton Public Schools and Dr. Bonner hereby accepts such employment under the following terms and conditions, effective with a start date of July 1, 2023.

2. **Term of Agreement.**

A. The Superintendent shall be employed for the period July 1, 2023 through June 30, 2026, unless separated earlier pursuant to the provisions of Section 20. This Agreement may be extended by mutual agreement of the parties for an additional term of up to one year. The parties understand and agree that any extension of this Agreement as set forth in Section 3, below, shall require formal approval of the Committee.

B. Unless terminated earlier in accordance with Section 20 of this Agreement, or extended in accordance with Section 3, this Agreement shall terminate, as herein provided, on June 30, 2026, and, as of such date, Dr. Bonner's employment as Superintendent shall also terminate.

C. Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of the School District to terminate the services of the Superintendent, at any time, subject to the provisions set forth in Section 20 of this Agreement.

D. Nothing in this Agreement shall in anyway be construed as granting tenure or "professional status" to Dr. Bonner in the position of Superintendent.

3. Extension of Agreement.

A. The Committee shall have the option to extend the Superintendent's Agreement for up to one year (the "Extension Term") beyond the end of the initial term identified in Section 2(A), above. The Committee will notify the Superintendent in writing of its decision to exercise this option to extend, on or before June 1, 2025. The Notice Date may be pushed back or extended by written mutual agreement of the parties.

B. If the option to extend is exercised, the parties agree to execute an amendment to this Agreement ("Amendment"). The Amendment shall be signed by all parties and include the term of the extension and a statement that the terms and conditions of the original Agreement shall remain the same during the Extension Term and that all provisions of this Agreement, as amended by the Amendment, shall retain the same force and effect as before the extension.

C. If for any reason the Superintendent is no longer able or interested in extending this Agreement beyond its initial term, Dr. Bonner must provide written notice to the Committee as soon as practicable, but in no event not later than the Notice Date.

D. Failure to extend this Agreement shall not be considered a discharge under this provision of the Agreement.

4. Professional Certification and Professional Development. The Superintendent shall furnish to the Committee and maintain throughout the term of this Agreement, a valid and appropriate certificate qualifying Dr. Bonner to serve as a superintendent of schools in the Commonwealth of Massachusetts, as required by G.L. c. 71, §38G, and all other applicable laws and regulations. The Superintendent shall also pursue all appropriate professional development activities necessary for their professional development and for the maintenance their certification.

5. Superintendent Duties and Responsibilities.

A. The Superintendent agrees to diligently, faithfully, professionally, and competently perform the services, duties and obligations required by this Agreement, applicable state and federal laws and regulations, and the lawful directives rules, regulations, and policies of the Committee.

B. The Superintendent shall serve as the Chief Education Officer and Chief Executive Officer of the School District, as provided in G.L. e. 71, §59, all other applicable laws and regulations pertaining to public education in Massachusetts, and shall be responsible to direct, organize and manage the School District, in conformity with the requirements of G.L. c. 71 and all other applicable federal and state statutes and regulations pertaining to public education and public finance, and in conformity with the rules and policy determinations of the Committee. Subject thereto, the Superintendent shall be responsible for, among other things, hiring, firing, disciplining, assigning, transferring, supervising, evaluating and directing subordinates and employees in the school district, developing and recommending strategies for improving instructional quality and student achievement, sustaining and improving the involvement of parents and community members and institutions in the school system, establishing and implementing sound financial management procedures, preparing an annual budget and submitting that budget to the School Committee for review and approval, carrying out those duties set forth in the job description and posting, and otherwise organizing the school system in a manner that best serves the educational needs of the students in the Northampton Public Schools in accordance with Massachusetts General Laws and applicable federal laws.

C. The Superintendent shall serve as a Trustee of the Smith Vocational and Agricultural High School as part of their responsibilities as Superintendent.

D. The Committee may, from time to time, prescribe additional duties and responsibilities for the Superintendent provided, however, that the Committee shall not, without the Superintendent's consent, adopt any policy, by-law or regulation which impairs or reduces the duties and authority specified above; and provided, further, that all additional duties and responsibilities prescribed by the Committee are consistent with those normally associated with the position of a Superintendent of Schools in the Commonwealth of Massachusetts.

E. The Committee and Superintendent will jointly develop a list of priorities upon which attention is to be focused during the term of this Agreement by December 1, 2023.

F. The Superintendent shall attend all meetings of the Committee, unless excused, and may participate in all Committee deliberations except when matters relating to Dr. Bonner's own employment are under consideration. Dr. Bonner shall advise the Committee on policies and plans which the Committee takes under consideration and shall take the initiative in presenting to the Committee policy and planning issues or recommendations for the School Committee's attention.

G. The Superintendent recognizes that the proper performance of their duties and responsibilities will require Dr. Bonner to work longer than the school day and that the duties and responsibilities are not confined to prescribed hours.

H. The Superintendent shall not accept any outside consulting or employment during the term of this Agreement without Committee approval which shall not be unreasonably withheld, provided such activities do not in any manner interfere or conflict with the performance of the Superintendent's duties and responsibilities as Superintendent, or bring the School Department or Committee into disrepute or place the Committee and/or the Northampton Public Schools in a negative light.

I. Without the express consent of the Superintendent, the Committee shall not reassign the Superintendent to any other position in the School District nor shall it reassign their duties to other employees of the District, except in cases of disability (as described in this Agreement).

6. **Superintendent/Committee Communications and Relationships.**

A. No later than August 15, 2023 the Committee and the Superintendent shall meet to discuss working relationships and communications.

B. The relationship between the Committee and the Superintendent shall be based in a deep commitment to working cooperatively for the benefit of the students and the general community served by the Northampton Public Schools, and it shall reflect a clear understanding that the Committee is the establishing agent of all School District policy and that the Superintendent has the responsibility to recommend policy and administer policy in a sound, ethical and fair manner.

C. The Committee and its members will refer to the Superintendent any criticisms, complaints and situations that are brought to its or its members' attention for action, study, and/or response, as appropriate, and in conformity with District policy. The Superintendent shall review and attend to such matters for action, study, or response, as appropriate, and in conformity with District policy.

7. **Community Activities.** The Committee expects the Superintendent to participate in community activities to generate support for the School District, and to solicit feedback from the community on the performance of the School District and its strategic objectives. The Committee encourages the Superintendent to become a member of or participate in community. In addition, the Committee and the Superintendent agree that their participation in professional educational activities and organizations is a direct benefit to Dr. Bonner and the School District. The Superintendent may hold office or accept responsibilities in these professional organizations, provided that such responsibilities do not interfere with the performance of their duties as Superintendent. Regarding the Superintendent's participation in community and professional educational activities, they will seek the input of the Committee.

8. **Evaluation.** The Superintendent shall be evaluated based on the Standards and Rubrics adopted by the Board of Education and DESE on a schedule agreed upon by the parties as set out below. The standards are: Instructional Leadership, Management and Operations, Family and Community Engagement, and Professional Culture. These may change as determined by the Board of Education. The evaluation shall reflect the five-step cycle set out in Principles of Effective Administrative Leadership and Descriptors adopted by the Massachusetts Board of Education, 603 CMR 35.00, and any additional standards or goals mutually agreed upon. The Evaluation Instrument and the process of evaluation may be amended, modified or abbreviated by the Committee after conferring and consulting with the Superintendent. All evaluations shall be accomplished consistent with the provisions of M.G.L., Chapter 30A relative to Open Meeting Law.

In addition to an evaluation using the Massachusetts Framework for Educator Evaluation, the

Committee, after conferring and consulting with the Superintendent, may also establish specific additional goals and criteria for each evaluation cycle provided they are in writing, including a statement of the desirable outcomes for each goal. The criteria on which the Superintendent is to be evaluated regarding additional goals shall be incorporated into the written evaluation instrument. The additional goals must be entered into by no later than October 1 of each school year.

All meetings between the Superintendent and the Committee related to the evaluation of the Superintendent shall occur in open session consistent with the Massachusetts Open Meeting Law. Written evaluations, including members' individual assessments, if any, shall be available to the public upon request.

9. Compensation.

A. The Committee agrees to pay the Superintendent, in consideration of faithful, diligent, and competent performance of the duties and responsibilities of the Superintendent of Schools, in accordance with the regular payroll cycle of the School District. For purposes of this Agreement, the first contract year shall commence on July 1, 2023 and shall end June 30, 2024. During the initial contract year of this Agreement, the Superintendent shall be paid a salary of \$182,207 (July 1, 2023 to June 30, 2024). The second and third years of the contract, the Superintendent will be eligible for a 2.5% increase, provided the Superintendent's evaluation in the prior year was proficient or higher.

B. The Superintendent's annual salary shall be earned ratably throughout the contract year and shall be subject to withholdings and deductions required by law or authorized by the Superintendent. The Superintendent shall be paid on a bi-weekly basis on the same payroll schedule as all other employees in the District. The annual salary shall be prorated for work of less than one full contract year.

C. The Superintendent shall not be entitled to overtime or compensatory time. The position of Superintendent is an exempt position under the Federal Fair Labor Standards Act and Massachusetts law.

10. Vacation Leave.

The Superintendent will be eligible to earn up to twenty-five (25) working days of vacation leave each contract year. Vacation shall be earned and allotted as follows:

- Up to 6.25 days on July 1 of each contract year
- Up to 6.25 days on October 1 of each contract year
- Up to 6.25 days on January 1 of each contract year
- Up to 6.25 days on April 1 of each contract year

Up to ten (10) vacation days may be carried over to the following contract year. It is expected that

the Superintendent will schedule vacation so as to limit their need for carry over. The maximum vacation accrual is capped at thirty-five (35) days.

Unused vacation leave shall be paid upon termination of employment in accordance with Massachusetts law.

The Superintendent will coordinate their vacation leave with the Chair of the Committee.

11. Sick Leave.

A. The Superintendent shall be granted 15 days (120 hours) of sick leave per contract year. Sick leave may be used for the Superintendent's personal illness or the illness of their immediate family member. For purposes of this contract, immediate family member means partner or spouse, father, mother, father-in-law, mother-in-law, sibling, child, grandparent or grandchild of the Superintendent.

B. The Superintendent shall not be compensated for unused sick leave at the end of their employment with the School District.

12. G.L. c. 32B Health/Dental Insurance/Other Insurance. The Superintendent shall be eligible for the group health, dental and other insurance applicable to professional employees of the City of Northampton at the same premium contribution rate as such insurance is offered professional employees of the City of Northampton. The Committee shall be obligated to offer to the Superintendent only those plans that are offered to other professional employees of the City of Northampton. The Superintendent shall receive the same benefits as other professional employees of the School District with regard to rights to defer compensation in the tax deferred annuities, pension and retirement contributions, and life insurance.

13. Bereavement Leave. The Superintendent shall be entitled to bereavement leave of five (5) consecutive days (i.e., 40 consecutive work hours) for the death of an immediate family member, as defined in Section 11.A., above, or a relative who resided in the home of the Superintendent, and one (1) workday for the death of a close relative that is not an immediate family member.

14. Personal Days. The Superintendent shall be entitled to personal leave of three (3) days (i.e. 24 work hours) for attending to personal situations which otherwise cannot be handled during non-work time. It is agreed that such days will not be taken immediately prior to or following a holiday for which school is scheduled to be closed or any school vacation period unless required and unavoidable. Personal days not used in the year in which they are granted are forfeited.

15. Holidays. The Superintendent shall be entitled to a day off with pay for all Massachusetts legal and Federal holidays that are considered paid Holidays for non-represented District staff.

16. Expenses.

A. The Superintendent shall be reimbursed for or the District will pay directly all necessary and reasonable expenses incurred in the performance of the duties of the

Superintendent related to the cost of attendance at appropriate and job related local, state, and national meetings and conferences, and dues for membership in professional organizations, civic organizations or in professional development that are permitted by District policy, up to a total of \$5,000.00 per year. The Superintendent shall inform and obtain approval from the Chair of the School Committee before incurring any of these expenses in connection with such activities.

- B. The Superintendent will be reimbursed for mileage for the use of a personal vehicle at the prevailing mileage reimbursement rate of the City of Northampton for all travel, in state or out-of-state, incurred in the performance of the Superintendent's duties for the Northampton Public Schools during work time. This mileage reimbursement does not apply to time spent commuting to and from work.
- C. The Superintendent will receive a cell phone stipend of \$45.00 per month or may choose to use a phone issued by the district.

17. **Outside Professional Activities.** The Superintendent shall devote full time, attention, and energy to the business of the School District. The Superintendent, however, may undertake speaking engagements, writing, or lecturing, whether paid or unpaid, provided such activities do not in any manner interfere or conflict with the performance of the duties and responsibilities of Superintendent and that such activities do not violate any provisions of G.L. c. 268A. Such outside professional activities shall be reported with reasonable promptness to the Chair of the Committee.

18. **Retirement.** The Superintendent shall be entitled to participate in the Massachusetts Teachers Retirement System as required by G.L. c. 32, §2 and in accordance with applicable laws, regulations and rules.

19. **Warranty of Credentials.** The Superintendent represents and warrants the validity of their credentials and experience proffered to the Committee in connection with their application for employment with the School District and acknowledges and agrees that material misrepresentation therein shall constitute good cause for purposes of termination pursuant to Section 20 of this Agreement. The Superintendent agrees that if there is or has been a material change in such information, they will advise the Committee immediately.

20. **Termination of Employment Agreement**

A. **Termination for Good Cause.** During the term of this Agreement, the Committee may suspend without pay and/or may terminate the employment of the Superintendent and this Agreement for good cause. "Good cause" as used herein shall mean, any ground that is put forth by the employer in good faith that is not arbitrary or capricious or irrelevant to the task of maintaining an efficient school system and may include, but is not limited to willful misconduct; incompetence; conduct unbecoming a Superintendent; physical or mental incapacity to perform the essential functions of the position with or without reasonable accommodation; failure to meet reasonable performance standards established by this Agreement and/or pursuant to Section 8 of

this Agreement, neglect of duty (whether willful, reckless or negligent); inefficiency, conduct unbecoming an Superintendent, or insubordination regarding lawful directives by the Committee. Prior to any termination for good cause, the Committee shall provide the Superintendent with written notice setting forth with reasonable specificity the reason, reasons, charge or charges against the Superintendent and the grounds on which such reason(s) or charge(s) is based. Provided that the Superintendent has made a request in writing to the Chair of the Committee within seven (7) calendar days of receipt of such written notice, the Committee shall provide the Superintendent with a hearing upon said reason(s) or charge(s). The Superintendent shall be afforded all procedural rights available under G. L. c. 30A, §21. The hearing shall be public or private, at the option of the Superintendent, and the Superintendent shall be entitled to have their legal counsel present to advise them. The Superintendent shall be responsible for paying all fees and costs associated with such legal counsel. The decision of the Committee by a two-thirds vote, after such hearing, shall be final and binding, subject to such judicial or arbitrable review as may be provided under applicable law. In the event of termination pursuant to this Section, the Committee shall not be required to pay, and the Superintendent shall not be entitled to receive, salary payments and benefits payable after the effective date of termination.

B. Disability of the Superintendent. If the Superintendent is absent from work on account of a non-work-related disability for more than ninety (90) days, the Committee shall have the option of terminating Dr. Bonner's employment and this Employment Agreement upon fourteen (14) days' prior notice. If the Committee exercises its option to terminate the Superintendent's employment and this Agreement pursuant to this Section, the Superintendent shall not be entitled to receive salary payments and benefits payable after the effective date of such termination. The Committee's decision and determination as to the disability of the Superintendent shall be final and shall be based on the opinion of a properly licensed medical doctor.

C. Early Termination by the Superintendent. The Superintendent may resign their position upon sixty (60) days written notice to the Committee. If the Superintendent is a finalist for consideration for any other employment position they shall promptly notify the Committee of such in writing.

D. Termination by Mutual Agreement. This Agreement and the Superintendent's employment may be terminated at any time by mutual agreement of both parties.

21. Indemnification.

A. In accordance with and to the extent provided by applicable Massachusetts General Laws, the Committee agrees to provide legal counsel and to indemnify and hold harmless the Superintendent against all uninsured financial loss arising out of any proceeding, claim, demand, suit or judgment by the reason of alleged negligence or other conduct resulting in bodily or other injury to any person or damage to the property of an person committed while the Superintendent is acting in good faith within the scope of their employment or under the direction of the Committee. The parties understand and agree that this indemnification provision shall not apply to claims arising out of actions by the Committee to suspend and/or terminate the Superintendent in accordance with this Agreement or for any other legal proceedings based upon conduct by the Superintendent that is criminal, malicious, or intentional misconduct, or outside the scope of the

Superintendent's official duties or employment.

B. The School District shall indemnify the Superintendent from personal financial loss from legal claims as described above, including legal fees and costs, to the maximum extent permitted by Massachusetts G.L. c. 258, provided that the Superintendent must cooperate with any defense. Further, as a condition of receiving such indemnification, the Superintendent shall, within five business (5) days of the time they are served with any summons, complaint, process, notice, demand or pleading, deliver a copy of the same to the Committee.

C. This Section 21 shall survive the termination of this Employment Agreement.

22. **Rights of the Committee:** The Committee is a public body established under and with the powers provided by the statutes of the Commonwealth of Massachusetts. It is acknowledged that, as elected representatives of the citizens of Northampton, the Committee has the responsibility for establishing educational policies and allocating resources for the Northampton Public Schools and further responsibility for setting standards for the efficient and economical operation of the school system. The Committee has the final responsibility for establishing the educational policies of the public schools in Northampton.

Nothing in the Agreement shall be deemed to derogate or impair the powers, rights or duties conferred upon the Committee by the statutes of the Commonwealth of the Rules and Regulations of any pertinent agency of the Commonwealth. Said rights and powers include, but in no way be re-construed as limited to, the subjects mentioned in this Agreement.

As to every matter expressly not covered by this Agreement, and except as expressly or directly modified by clear language in a specific provision of the Agreement, the Committee retains exclusively to itself all rights and powers that it has or may hereafter be granted by law.

23. **Committee Protection.** The Superintendent and the Committee agree that the individual members of the Committee shall not be sued personally for any alleged violation of the terms and conditions of this Agreement. Further, it is agreed that no claim shall be made against an individual member of the Committee in their personal capacity for any alleged violation of this Agreement; however, this would not prevent any other cause of action that the Superintendent might otherwise have at law and/or in equity.

23. **Notices.** Any notice required or desired to be given under this Agreement will be deemed to be served if in writing and delivered by in-hand delivery to the Superintendent or sent by certified-mail to the following:

| | | |

To the Northampton School Committee:

The Mayor of the City of Northampton as Chair of the School Committee at 210 Main St. Northampton, MA 01060.

To Superintendent:

Address on file with Human Resources or to such other address as the Superintendent submits in writing to the Committee.

24. **Legal Validity/Governing Law.** This Agreement shall be interpreted, enforced, governed and construed by, under, and in accordance with the laws of the Commonwealth of Massachusetts, and is consistent with the policies, rules, and regulations of the Committee. If any portion of this Agreement is held unconstitutional, invalid, or unenforceable by any court of competent jurisdiction, the remainder of the Agreement will be considered severable, will not be affected, and will remain in full force and effect. The language of all parts of this Agreement shall be construed as a whole, according to its fair meaning, and not strictly for or against either party. Headings in this Agreement are for the convenience of the Parties and are not intended to be used in construing this document. The parties agree that any disputes shall be resolved or adjudicated in the courts of the Commonwealth of Massachusetts.

25. **Entire Agreement.** This Agreement embodies the entire Agreement between the Committee and the Superintendent with respect to the subject matters herein and the parties acknowledge that there have been no inducements, promises, terms, conditions, or obligations made or entered into by either party other than those contained herein. This Agreement supersedes all prior agreements. This Agreement may not be modified or amended other than by an agreement in writing that has been executed by the parties hereto.

26. **Legal Representation and Understanding.** Each side has had the opportunity to consult with counsel prior to executing this Agreement, Further, each party has cooperated in the drafting and preparation of this Agreement. Hence, in any construction to be made of this Agreement, the same shall not be construed against any party. Each party has read the Agreement, understands the content of the document, and has executed it voluntarily.

27. **Ratification.** The parties agree that this Agreement shall be contingent upon, and shall not take effect without, affirmative ratification by the Committee.

28. **Counterparts.** This Agreement will be executed in two counterparts, each of which will be deemed to be an original, and both of which taken together will be deemed one and the same instrument.

IN WITNESS WHEREOF the parties have caused this Employment Agreement to be subscribed in duplicate.

DocuSigned by:

Gina-Louise Sciarra

8873D56C7D0742B...

Gina-Louise Sciarra
Chairperson, Northampton School Committee
Mayor, City of Northampton

Date: 3/30/2023 | 10:57 AM EDT

DocuSigned by:

Dr. Portia S. Bonner

C17A113D350E4CE...

Dr. Portia S. Bonner
Superintendent,
Northampton Public School District

Date: 3/30/2023 | 11:09 AM EDT

CERTIFICATION OF EXECUTIVE SECRETARY TO THE SCHOOL COMMITTEE

THIS IS TO CERTIFY that this Agreement was approved, and the execution thereof on behalf of the Northampton School Committee of the City of Northampton was authorized, by a vote of the Northampton School Committee at a public meeting duly held on March ^{Date}, 2023 and has been made a part of the minutes of that meeting.

DocuSigned by:

Annie Thompson

A0C77D0221AC44F...

Executive Secretary to the School Committee

Certificate Of Completion

Envelope Id: A7599871A28D4110A948B0B95BF15693
Subject: Complete with DocuSign: Dr. Bonner FINAL contract
Source Envelope:
Document Pages: 12
Certificate Pages: 5
AutoNav: Enabled
Envelopeld Stamping: Enabled
Time Zone: (UTC-05:00) Eastern Time (US & Canada)

Status: Completed

Envelope Originator:
Gina-Louise Sciarra
210 Main Street
Northampton, MA 01060
mayor@northamptonma.gov
IP Address: 50.235.91.10

Record Tracking

Status: Original
3/30/2023 10:48:03 AM
Security Appliance Status: Connected
Storage Appliance Status: Connected
Status: Original
3/30/2023 10:53:35 AM
Security Appliance Status: Connected
Storage Appliance Status: Connected

Holder: Gina-Louise Sciarra
mayor@northamptonma.gov
Pool: StateLocal
Pool: City of Northampton
Holder: City Signatures Processing
cpo@northamptonma.gov
Pool: StateLocal
Pool: City of Northampton

Location: DocuSign
Location: DocuSign
Location: DocuSign
Location: DocuSign

Signer Events

Gina-Louise Sciarra
g-lsciarra@northamptonma.gov
Mayor
City of Northampton
Security Level: Email, Account Authentication
(None)

Signature

DocuSigned by:
Gina-Louise Sciarra
6873D56C7D07428

Signature Adoption: Pre-selected Style
Using IP Address: 50.235.91.10

Timestamp

Sent: 3/30/2023 10:53:35 AM
Viewed: 3/30/2023 10:56:36 AM
Signed: 3/30/2023 10:57:39 AM

Electronic Record and Signature Disclosure:
Not Offered via DocuSign

Dr. Portia S. Bonner
portiaselene@yahoo.com
Security Level: Email, Account Authentication
(None)

DocuSigned by:
Dr. Portia S. Bonner
C17A1130950E4CE

Signature Adoption: Pre-selected Style
Using IP Address: 73.4.183.16

Sent: 3/30/2023 10:57:40 AM
Viewed: 3/30/2023 11:05:34 AM
Signed: 3/30/2023 11:09:43 AM

Electronic Record and Signature Disclosure:
Accepted: 3/30/2023 11:05:34 AM
ID: 66dc96ba-59f9-45a5-b376-c0b01485a152
Company Name: City of Northampton

Annie Thompson
anniethompson@northampton-k12.us
Northampton Public Schools
Security Level: Email, Account Authentication
(None)

DocuSigned by:
Annie Thompson
A0C77D221AC44F

Signature Adoption: Pre-selected Style
Using IP Address: 161.77.38.138

Sent: 3/30/2023 11:09:44 AM
Viewed: 3/31/2023 11:05:43 AM
Signed: 4/3/2023 11:29:25 AM

Electronic Record and Signature Disclosure:
Not Offered via DocuSign

In Person Signer Events

Signature

Timestamp

Editor Delivery Events

Status

Timestamp

Agent Delivery Events

Status

Timestamp

Intermediary Delivery Events

Status

Timestamp

Certified Delivery Events

Status

Timestamp

Carbon Copy Events

Status

Timestamp

Gina-Louise Sciarra
mayor@northamptonma.gov
Mayor
City of Northampton
Security Level: Email, Account Authentication
(None)
Electronic Record and Signature Disclosure:
Not Offered via DocuSign

COPIED

Sent: 3/30/2023 10:53:35 AM
Viewed: 3/30/2023 10:53:35 AM
Signed: 3/30/2023 10:53:35 AM

Witness Events

Signature

Timestamp

Notary Events

Signature

Timestamp

Envelope Summary Events

Status

Timestamps

Envelope Sent
Certified Delivered
Signing Complete
Completed

Hashed/Encrypted
Security Checked
Security Checked
Security Checked

3/30/2023 10:53:35 AM
3/31/2023 11:05:43 AM
4/3/2023 11:29:25 AM
4/3/2023 11:29:25 AM

Payment Events

Status

Timestamps

Electronic Record and Signature Disclosure

| |

| |