

Employment Contract
for the
Superintendent's Confidential Secretary

This Employment Contract is made and entered into on this 27th day of June 2013, by and between the Brick Township Board of Education, with offices located at 101 Hendrickson Ave., Brick, New Jersey 08724 (hereinafter referred to as the "Board").

and

Marie Barnes, (hereinafter referred to as the "Superintendent's Confidential Secretary")

WHEREAS, Board of Education desires to provide the Superintendent's Confidential Secretary with a written Employment Contract in order to describe, specifically, the relationship between the Board of Education and the Superintendent's Confidential Secretary, and to serve as the basis of effective communication between them as they fulfill their respective governance and employment functions in the operation of the Brick Township Public Schools,

NOW, THEREFORE, the Board and the Superintendent's Confidential Secretary, for the consideration herein specified, agree as follows;

TERM

Whereas, the Board, in consideration of the promises herein contained of the Superintendent's Confidential Secretary, hereby employs, and the Superintendent's Confidential Secretary hereby accepts employment as the Superintendent's Confidential Secretary for the Brick Township Board of Education, for a term commencing July 1, 2013 and running through the date of June 30, 2014.

DUTIES AND RESPONSIBILITIES

The duties to be performed by the Superintendent's Confidential Secretary shall be as set forth in the Job Description attached hereto, applicable New Jersey Statutes and Administrative Code, relevant sections of policies and administrative regulations heretofore or hereafter adopted by Board and other appropriate duties as Board may from time-to-time require.

The Superintendent's Confidential Secretary shall devote her time, attention and energy to the business of the school district. All duties assigned to the Superintendent's Confidential Secretary should be consistent with the professional role and responsibility of the Superintendent's Confidential Secretary, and shall be set by Board policy and in the appropriate job description which may be modified from time to time, consistent with the intent set forth above.

WORK WEEK

The normal work day and work week shall be eight (8) hours per day, Monday through Friday, forty (40) hours per week, with a daily lunch of one hour (included in work day). Summer hours shall be in effect from the first full five day work week in July (excluding holidays) through the last full five day work week in August. The summer time workday shall be eight (8.5) hours per day, with a daily lunch of one half (1/2) hour (included in workday). The summer time workweek shall be four (4) days per week. Sick, Vacation, and Personal days utilized during this period will be charged as 1 day, or in other words eight (8.5) hours of sick, vacation or personal time for every 8.5 hour workday.

COMPENSATION

During the term of this Employment Contract, including any extensions thereof, the Superintendent's Confidential Secretary shall not be reduced in compensation, including salary and benefits. Any increase in compensation during the term of this contract shall be considered an amendment to this contract. Any additional compensation that the Board agrees to give to the Superintendent's Confidential Secretary, over and above the compensation set forth and agreed upon between the parties, shall become part of this Employment Contract, but it shall not be deemed that the Board and the Superintendent's Confidential Secretary have entered into a new Employment Contract. Any amendments to this Contract shall be in writing, approved by the Board and signed by representatives of the Board and by the Superintendent's Confidential Secretary.

- A. Salary: The salary rate shall be paid to the Superintendent's Confidential Secretary in accordance with the schedule of salary payments of the Board. The Board shall pay the Superintendent's Confidential Secretary an annual salary rate of Sixty Eight Thousand Five Hundred dollars (\$68,500), for the period of July 1, 2013 through June 30, 2014.
- B. Cell Phone: The Superintendent's Confidential Secretary at her own cost and expense, shall be required to have and maintain a cellular telephone for business purposes.
- C. Vacation/Holidays: The Superintendent's Confidential Secretary shall be granted 25 paid vacation days annually pro-rated and earned at 2.08 days per month. A maximum of twenty five (25) unused vacation days may be carried over from one year to the next with prior approval from the Superintendent. The Superintendent's Confidential Secretary shall not take more than ten (10) working days, as vacation days, in a row without prior approval of the Superintendent. The Business Administrator's office shall be responsible for maintaining written documentation of the Superintendent's Confidential Secretary earned and accrued vacation days. In the event the Superintendent's Confidential Secretary retires or resigns during the year, vacation days earned shall be pro-rated for that year. In the event of death of the Superintendent's Confidential Secretary all accumulated earned and accrued vacation days shall be paid to the estate of the Superintendent's Confidential Secretary at the Superintendent's Confidential Secretary then current per-diem rate of pay. The per-diem rate of pay shall be 1/260th. The Superintendent's Confidential Secretary shall be entitled to all holidays in the school year that are given to certified staff members. If the Superintendent's Confidential Secretary is required to work on a given holiday, she shall be entitled to take another day off during the contract term, without loss of pay.

- D. Sick Leave: The Superintendent's Confidential Secretary shall be allowed fifteen (15) days sick leave annually. The unused portion of said days, at the end of any year, shall be accumulated in accordance with state law. Upon retirement from service with the Brick Township School District, the Board will pay the Superintendent's Confidential Secretary for all unused, accrued sick leave time in the district at an amount not to exceed one half the per diem rate of pay earned by the Superintendent's Confidential Secretary at her then-current annual salary based upon one day for every two days earned to a maximum reimbursement not to exceed \$24,161.00. Additional sick time will accumulate for use in time of need without any additional pay out other than the amount listed above as of 6/30/12.
- E. Personal Leave: Three (3) days shall be allowed each year for personal business that cannot be conducted outside of school hours. Personal business days shall be approved by the Superintendent. Unused personal days will accumulate as sick days at the end of each school year.
- F. Bereavement Leave: Superintendent's Confidential Secretary may be allowed a maximum four (4) school days absence in one year with full pay for each death in the immediate family. The immediate family shall be a spouse, civil union partner, a parent, a child, a sister, a brother, an in-law, a grandparent, grandchild, or any person standing loco parentis. These days must be used within four weeks after the death of a family member. Proper documentation must be provided to Human Resources. In the case of the death of a relative of the second degree, absence of one (1) full day may be allowed with full pay. Such relatives shall be an aunt, an uncle, a nephew, a niece, or a first cousin.

G. Benefits: The Board of Education shall pay the premium of insurance protection for the Superintendent's Confidential Secretary and her family, which insurance shall include health care insurance, dental insurance and a prescription plan equal to that provided to other certified staff members. The Board reserves the right to select the appropriate insurance carrier(s). All insurance plans mentioned in this Article shall be continued by the Board while the Superintendent's Confidential Secretary is utilizing FMLA/NJFLA. The prescription plan provided by the Board shall be a co-pay prescription plan. The co-payment for prescription drugs shall be the same as that of the Brick Township Education Association. The dental insurance provided by the Board will be equal to the dental insurance provided to all other certified staff members. The Board shall provide a payroll deduction for voluntary disability insurance with carriers as selected by the Board. Upon the permanent separation from employment the Board's health-care plans shall cease immediately following the Superintendent's Confidential Secretary last day on the payroll. The coverage shall immediately be terminated unless the Superintendent's Confidential Secretary has arranged prior thereto for its continuation consistent with her rights, if any, under law. If the Superintendent's Confidential Secretary elects to participate in any of the insurance protection's (medical, prescription or dental) offered she shall contribute toward the cost of the insurance as dictated by State law. If the Board elects to move out of the State Health Benefits Plan, coverage's provided (health care, dental and prescription plan) shall be consistent with the coverage's provided to other employees of the Board.

- H. Membership Dues: The Board shall pay the Superintendent's Confidential Secretary membership dues for membership in one organization with the approval of the Business Administrator and pursuant to applicable state laws.
- G. Automobile Use Reimbursement: When automobile use is necessary in the course of District business, the Board shall reimburse the Superintendent's Confidential Secretary for all tolls, parking fees and mileage expenses at the rates established by applicable State law as may be amended from time to time.
- H. Expense Reimbursement: If the Superintendent's Confidential Secretary pays for legitimate expenses or purchases items needed for the District, she shall be reimbursed following submission of the appropriate expense account form to the Business Administrator. The Superintendent's Confidential Secretary shall be entitled to attend conferences and/or workshops related to her responsibilities with prior approval of the Board. All expense reimbursements shall comply with N.J.S.A. 18A:11-12 and applicable Board policies.
- I. Deferred Compensation: The Superintendent's Confidential Secretary is authorized to establish and contribute to a deferred compensation/tax shelter program in accordance with N.J.S.A. 18A:66-127 through N.J.S.A. 18A:66-129.

TERMINATION OF EMPLOYMENT CONTRACT

This Contract shall terminate, the Superintendent's Confidential Secretary employment shall cease, and no salary shall be paid, under any one of the following circumstances:

- a) Mutual agreement of the parties;
- b) Unilateral termination by either party, with or without cause, by giving thirty (30) calendar days advance written notice of termination to the other party at the address set forth above;
- c) Fraudulent misrepresentation by the Superintendent's Confidential Secretary of employment history, educational and professional credentials, and criminal background;
- d) Incapacity of the Superintendent's Confidential Secretary to perform all the responsibilities of a full-time Superintendent's Confidential Secretary.

COMPLETE AGREEMENT

This Employment Contract embodies the entire agreement between the parties hereto and cannot be changed except by written agreement of the undersigned parties.

CONFLICTS

In the event of any conflict between the terms, conditions and provisions of this Employment Contract and the provisions of the Board's policies or any permissive Federal or State law, then, unless otherwise prohibited by law, the terms of this Employment Contract shall take precedence over the contrary provisions of the Board's policies or any other such statutes, regulations or rulings.

SAVINGS CLAUSE

If, during the term of this Employment Contract, it is found that a specific clause of the Contract is illegal under Federal or State law, the remainder of this Employment Contract shall remain in force.

RELEASE OF PERSONNEL INFORMATION

The Board acknowledges and agrees that the New Jersey Open Public Records Act and case law interpreting that Act govern disclosure of personnel records to members of the public. All other information, except as otherwise provided by law, is deemed confidential and shall not be released to the public absent the written consent of the Superintendent's Confidential Secretary, or by a lawful order of a court of competent jurisdiction.

PERSONNEL RECORDS

The Superintendent's Confidential Secretary shall have the right, upon request, to review the contents of her personnel file and to receive copies at Board expense of any documents contained therein. She shall be entitled to have a representative accompany him during such review. The Superintendent's Confidential Secretary shall also have the right to submit a written response or rebuttal to such material.

WHEREAS, the Superintendent's Confidential Secretary has approved of the terms and conditions of this Employment Contract; and,

WHEREAS, this Employment Contract has been approved by a vote of a majority of the full membership of the Board of Education of the Township of Brick at its meeting of July 27, 2013, and has been made a part of the minutes of that meeting.

IN WITNESS WHEREOF, the parties have set their hands and seals to this Employment Contract effective on the day and year first above written.

Marie Barnes,
Superintendent's Confidential Secretary

Date: _____

BRICK TOWNSHIP BOARD OF
EDUCATION

Sharon Cantillo
President

Date: _____

WITNESS

James W. Edwards, Jr., CPA
Business Administrator/Board Secretary