

**CONTRACT FOR EMPLOYMENT BETWEEN
ELIZABETH A. SCOTT
DIRECTOR OF HUMAN RESOURCES
AND COMMUNITY RELATIONS
AND BURLINGTON TOWNSHIP BOARD OF EDUCATION**

1. TERM

WHEREAS, the Burlington Township Board of Education (herein referred to as Board) desires to provide **Elizabeth A. Scott** (herein referred to as Administrator) with a written contract for the position of Director of Human Resources and Community Relations for a term commencing on **July 1, 2019** and expiring midnight **June 30, 2020**.

Whereas, negotiations for a new contract can take place if agreeable to both parties. It is hereby agreed that this contract may be terminated by any one party by giving the other party sixty (60) days notice in writing of the intention to terminate the same. Dismissal shall be in accordance with *N.J.S.A 18A:6-10 et seq.*

2. DUTIES

The Administrator shall faithfully and diligently execute those duties and responsibilities as delineated in the respective job description, listed as Board Job Description A-12 for Director of Human Resources and Community Relations. Unless otherwise directed by the Superintendent, the Administrator shall report to the Superintendent, and shall be responsible directly to the Administrator in the day-to-day completion of the Administrator's assigned responsibilities.

3. PROFESSIONAL MEMBERSHIPS

The Board agrees to pay county, state and national dues as listed NJPSA, ASCD, NSPRA, NJSPRA, NJASA, NJASBO, NJSBA-PAA on behalf of the Administrator.

4. WORKSHOPS

The Administrator shall be entitled to attend the Annual Workshop of the NJASBO, NJASA, NJSBA, as well as annual workshops of NSPRA and NJSPRA and seminars with the permission of the Superintendent and as approved by the Board of Education. The Board shall pay the Administrator's registration, travel, lodging expenses and meals. The maximum eligible reimbursement will be \$1,500.00 and must fall within the guidelines of the Board Policy and OMB Circular.

5. COMPENSATION

The Board shall pay the Administrator an annual salary of **\$144,815** from **July 1, 2019** to **June 30, 2020**.

Performance Compensation: Based upon the Superintendent's yearly evaluation of the Administrator and the progress toward achieving the District's goals and objectives, for each year of this employment contract the Administrator shall be eligible to receive merit compensation of up to six percent (6.0%) of the base salary, expressly outlined as achievable through attainment of the combination of one or two approved qualitative goal(s) worth up to a maximum total of 4.0% and two approved quantitative goals worth up to a maximum total of 2.0%. Individual goals cannot exceed 2.5%, the number of qualitative goals cannot exceed two. The Administrator shall be awarded the merit compensation if the Superintendent deems that the Administrator's goals were "achieved" or "partially achieved" and approval of the goal and attaining the goal is

approved by the Executive County Superintendent of Schools. Said merit compensation shall be paid as a non-pensionable, one-time payment on or within sixty (60) days of July 1st of each year of this Employment Contract. This language reflects administrative code NJAC 6A:23-3.1(e)11, as required.

6. **SCHOOL CALENDAR**

The Administrator shall be entitled to the following holidays:

- New Year's Day, Good Friday, Memorial Day; July 4th; Labor Day; Thanksgiving; the day after Thanksgiving; Christmas Eve; Christmas Day; the day after Christmas; New Year's Eve
- and the following holidays, unless these days are scheduled as school days for students: Martin Luther King, Jr Birthday; President's Day; Columbus Day; NJEA Convention Days
- Other single days school is not in session as noted on the Board adopted calendar for the school year. Consecutive days not in session are considered school vacations
 - School vacations are not considered days off and if the administrator does not work either by going to the District or telecommuting, the administrator will be charged a maximum of two vacation days per school year.

7. **BENEFITS**

Medical Health Benefits: The Board will provide coverage for both Administrator and her family in the AETNA Patriot V Medical Health Benefit plan. The Administrator shall only be entitled to the Patriot V plan and must pay 35% of the premium, but may elect the Patriot X plan by paying the premium difference of the two plans through payroll deduction. If the Administrator elects the Patriot X plan, the Administrator shall pay the difference between patriot V and X as well as 35% of the patriot V plan cost, which represents the Chapter 78; P.L. 2011 contribution for year 4.

Prescription Plan:

The Board shall provide the base prescription plan which includes \$10 generic prescriptions, \$30 preferred prescriptions, and \$50 non-preferred prescriptions.

Opt Out: If the Administrator opts out of medical benefit coverage for a full school year she shall receive the following payments in lieu of benefits on June 30th:

Family Coverage = \$5,000.00
Parent/Child Coverage = \$2,500.00
Employee/Spouse = \$2,500.00

Disability Insurance: The Board will pay up to \$1,000.00 per school year for Disability Plan with a provider of the Board's choice.

Dental: The Board shall provide the Administrator and her family with the Delta Dental plan.

Cafeteria Plan: The Administrator shall be permitted to participate in the Section 125 cafeteria plan as offered by the Board in accordance with Chapter 78, P.L. 2011

Vacation: The Administrator shall receive twenty (20) vacation days per fiscal year. All vacation days shall have prior approval of the Superintendent. Not more than five (5)

consecutive vacation days may be taken during the school year unless approved by the Superintendent. The Administrator shall be permitted to carry vacation leave for up to one year, where required by business demands.

Personal Days: The Administrator shall receive three (3) personal days per fiscal year. All unused personal days will be transferred to sick days on June 30th of each year. Unused personal days may be converted to family illness days to a maximum of 5 family illness days.

Sick Days: The Administrator shall receive twelve (12) sick days per fiscal year. All unused sick days as of June 30th of each year may be carried over to the next fiscal year and accumulated from year to year.

Authorized Absence Other than Sick Leave:

1. Bereavement Days:
 - a. Up to five (5) days at any one time in the event of the death of an Administrator's parent, spouse, child, legal guardian, brother, sister, grandparent, grandchild, father-in-law, mother-in-law, or any other member of the immediate household. Bereavement leave may be taken on a non-consecutive basis provided that the leave is used within one calendar month of the date of death and that the leave is approved by the Superintendent.
 - b. Two (2) days will be granted for brother-in-law, sister-in-law, son-in-law, and daughter-in-law. Bereavement leave may be taken on a non-consecutive basis provided that the leave is used within one calendar month of the date of death and that the leave is approved by the Superintendent.
2. *Subpoena* – The Administrator subpoenaed by an official or department of government or by Court Clerk (not an attorney) as a witness, will be granted the day's leave necessary to serve as a witness (not an observer), and the differential payment will be made between the employee's regular contracted salary and the court's per diem stipend. Except no differential payment shall be made in those cases when the employee and the Board are legal adversaries. The Administrator must submit a copy of the subpoena prior to the approval of the leave.

Other Benefits: The Board shall provide and pay for the following:

- a. Smart cell phone and tablet and hardware for District business and incidental personal use;
- b. A laptop computer with necessary peripheral devices for District business transacted at home and incidental personal use. This includes a wireless device on the District's cellular network for conducting District business.
- c. Mileage reimbursement per the OMB circular and regulations for the use of the Administrator's personal vehicle in performance of his duties under this Employment Contract.

It is understood that such District equipment shall remain the property of the Board of Education and shall be returned to the District upon the termination or expiration of this Employment Contract.

8. **SEPARATION FROM SERVICE**

Unused Vacation: Upon retirement or resignation the Administrator shall be entitled to

payment of unused vacation days. These days shall have a per diem rate of 1/260th of the annual salary and shall be consistent with *Title 18A:30-9*. In the event of the death of the administrator, all unused vacation days will be paid to the administrator's estate. This includes any unused carryover from the previous year. Any unused vacation days from the twenty (20) vacation days granted on July 1 of the current fiscal year shall be prorated to the date of separation.

Unused Sick Time: Upon retirement from the Burlington Township School District, the Administrator shall be eligible to redeem unused sick leave at the rate of \$50.00 per day with a maximum of 325 days. After the Administrator reaches her 15th year in the District this rate will go to \$100 per day with a maximum of 325 days. Any payment made shall not exceed fifteen thousand dollars (\$15,000). The Administrator had accumulated 40 sick days as of June 8, 2007, effective date of P.L 2007, c.68, at a rate of \$50.00 per day, this will be paid out in addition to the \$15,000.00, if these days are not used. Days will be used in the order they were earned.

9. **PROFESSIONAL LIABILITY**

The Board agrees that it shall defend, hold harmless, and indemnify the Administrator from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator in her individual capacity or in her official capacity as agent and/or employee of the Board, provided the incident arose while the Administrator was acting within the scope of her employment; and, as such liability coverage is within the authority of the Board to provide under State law.

10. **AGREEMENT AND SAVING CLAUSE**

This contract embodies the whole agreement between the Board and the Administrator and there are no inducements, promises, terms, conditions, or obligations made or entered into by either party other than those contained herein. This contract may not be changed except by a writing signed by the party against whom enforcement thereof is sought. If during the term of this contract, it is found that a specific clause of the contract is illegal in federal or state law, the remainder of the contract not affected by such a ruling, shall remain in force.

WHEREAS, this Employment Contract has been approved by a vote of the Members of the Burlington Township Board of Education at its meeting of **May 1, 2019** and has been made a part of the minutes of that meeting.

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

By _____ Date _____
Director of Human Resources and Community Relations

By _____ Date _____
Board of Education President

By _____ Date _____
Board of Education Witness (Negotiations Committee Chair)