



STATE OF NEW JERSEY
DEPARTMENT OF EDUCATION
UNION COUNTY OFFICE
300 NORTH AVENUE EAST
WESTFIELD, NEW JERSEY 07090
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CHRIS CHRISTIE
GOVERNOR

KIM GUADAGNO
LT. GOVERNOR

DAVID C. HESPE
ACTING COMMISSIONER

KATHLEEN C. SERAFINO, PH.D.
INTERIM EXECUTIVE COUNTY SUPERINTENDENT

April 16, 2014

Dr. Patrick Martin
Superintendent of Schools
Union Board of Education
2369 Morris Avenue
Union, NJ 07083

Dear Dr. Martin:

I have reviewed the employment contract for Noreen Lishak, Assistant Superintendent, in accordance with N.J.S.A. 18A:7-8(j) and to determine compliance with the standards adopted by the Commissioner of Education at N.J.A.C. 6A:23A-3.1. Based upon my review, I have determined that those provisions of the contract subject to my review are in compliance with applicable laws and regulations. Therefore, I approve the contract for a period commencing on July 1, 2014 through June 30, 2015.

If there are any changes to the terms of this contract, you will need to submit it to Dr. Kathleen Serafino, Executive County Superintendent, for review and approval prior to the required public notice and hearing of such changes.

Once the board has approved the contract, an original signed contract is to be sent to my office.

Please be reminded that the contract for this position must be submitted annually to the Executive County Superintendent for review and approval.

Thank you.

Sincerely yours,

Handwritten signature of Kathleen C. Serafino in cursive script.
Kathleen C. Serafino, Ph.D.
Executive County Superintendent

EMPLOYMENT CONTRACT FOR ASSISTANT SUPERINTENDENT

THIS AGREEMENT made this _____ day of _____ 2014 by and between the Township of Union Board of Education, with administrative offices located at 2369 Morris Avenue, Union, New Jersey and Noreen Lishak (hereinafter "Dr. Lishak").

WITNESSETH:

WHEREAS, the Board desires to retain the services of Dr. Lishak as Assistant Superintendent for the Township of Union School District and Dr. Lishak has agreed to serve in this capacity; and

WHEREAS, in accordance with the requirements of New Jersey law, the Board and Dr. Lishak wish to embody in this Contract the terms and conditions of their Agreement;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the Board and Dr. Lishak hereby agree as follows:

ARTICLE I EMPLOYMENT

A. The Board hereby agrees to employ Dr. Lishak as Assistant Superintendent effective July 1, 2014 through June 30, 2015. This is a twelve month position.

B. The annual salary for Dr. Lishak shall be \$151,694 (One Hundred Fifty One Thousand Six Hundred Ninety Four and 00/100 Dollars).

C. In addition to the base salary set forth above, Dr. Lishak shall receive a doctoral stipend of \$3,000 per year which shall be reported as pensionable salary for purposes of the New Jersey Teachers Pension and Annuity Fund (TPAF).

ARTICLE II DUTIES

In consideration of the employment and salary benefits established herein Dr. Lishak hereby agrees to the following:

A. To faithfully perform the duties of Assistant Superintendent in accordance with the Laws of the State of New Jersey, Rules and Regulations adopted by the State Board of Education, existing Board policies and those which are adopted by the Board from time-to-time. The specific job description adopted by the Board, applicable to the position of Assistant Superintendent is incorporated by reference into this contract and shall be followed by Dr. Lishak.

B. To devote her professional time, skills, labor and attention to this employment during the term of this contract. However, Dr. Lishak may also lecture, engage in writing activities and speaking engagements and engage in other activities which are of a short-term duration if she obtains prior approval of the Superintendent, which approval shall not be unreasonably withheld if the activities do not interfere with the performance of her duties to the district.

C. To carry out the duties as may be assigned to her from time-to-time by the Superintendent and to make reports to the Board as directed by the Superintendent from time-to-time as may be required.

D. Dr. Lishak shall attend working sessions, regular and special meetings of the Board without additional compensation, and any other meetings related to negotiations sessions with employee groups, grievance meetings, committee meetings and other meetings relevant to her job functions as directed by the Superintendent of Schools.

E. Dr. Lishak shall attend those county, regional and state meetings that are necessary to keep her informed of current matters affecting the functions of the Board. The registration fees for these meetings shall be paid by the Board. Reimbursements for travel or other expenses shall be processed in accordance with applicable OMB circulars, State and Federal Regulations and Board policy.

ARTICLE III CERTIFICATION

Dr. Lishak represents that she is certified by the New Jersey State Board of Examiners as a Chief School Administrator and therefore eligible to serve as an Assistant Superintendent in the State of New Jersey, and that she shall maintain her certification in full force and effect throughout the life of this Agreement. If said certificate is revoked during the term of this Agreement, this Agreement shall henceforth be null and void and Dr. Lishak's employment shall immediately terminate.

ARTICLE IV SICK DAYS

Dr. Lishak shall receive twelve (12) sick leave days annually. Unused sick leave shall be cumulative in accordance with the provisions of Title 18A. After fifteen (15) years or more of continuous service with the Township of Union

Board of Education, and upon regular retirement, Dr. Lishak shall be compensated at a rate of \$125 per day to a maximum payment of \$15,000 which shall be deposited into a designated 403(b) post-retirement account. This Article shall conform to the requirements of *N.J.S.A. 18A:30-3.5*, as amended and supplemented. Payments, if any, shall be made based upon a 260 day year (1/260th).

ARTICLE V ASSOCIATION DUES/CONFERENCES

Dr. Lishak shall be entitled to have certain professional expenses, including dues for professional associations paid by the Board. These dues shall be limited to N.J.A.S.A. and A.A.S.A. The Board will also pay for attendance at conventions with sufficient prior notice for the Superintendent's and the Board of Education's final approval. Reimbursements for travel or other expenses shall be processed in accordance with applicable OMB circulars, N.J.S.A. 18A:11-12, State and Federal Regulations and Board policy. Dr. Lishak shall submit a detailed voucher and a report to the board for each conference or convention, which shall be reviewed for compliance prior to said reimbursement.

ARTICLE VI AUTOMOBILE AND OTHER JOB-RELATED EXPENSES

Dr. Lishak shall be required to use her personal automobile for Board of Education business, as needed or as directed. Subject to the requirements of any applicable Board policy and State law, the Board shall reimburse Dr. Lishak for expenses incurred for travel in the performance of her duties. Mileage shall be paid from properly detailed mileage vouchers according to the rates approved by the NJOMB and NJSA 18A:11-12, as amended and supplemented.

**ARTICLE VII
VACATION DAYS**

Dr. Lishak shall be entitled to twenty-five (25) vacation days for the 2014-2015 school year. Dr. Lishak shall take vacation time only after prior review and approval of the Superintendent. Vacation leave accrued after June 8, 2007 can be carried over for up to one year, where required by business demands. Annual payout of vacation leave is not permitted. Upon retirement or other separation from employment, Dr. Lishak shall be compensated for all her accumulated and unused vacation days up to a maximum of twenty-five (25). Vacation days are compensated at the daily rate of pay at time of severance and said calculation shall be based upon a 260 day year (1/260th). Said days may be paid to the individual's estate or beneficiaries in the event of the individual's death prior to separation.

**ARTICLE VIII
HOLIDAYS AND LEAVES OF ABSENCE**

Dr. Lishak shall receive seventeen (17) paid holidays per year. The annual calendar of holidays shall be developed by the Superintendent and approved by the Board of Education each year.

Dr. Lishak may apply for a leave of absence without pay. Leaves of absence are subject to the review and approval of the Superintendent of Schools and the Township of Union Board of Education. Said leaves shall be in accordance with State and Federal laws, as applicable.

**ARTICLE IX
PERSONAL DAYS**

Dr. Lishak shall be entitled to six (6) personal days per contract year. Unused personal days shall convert to accumulated sick days to a maximum of fifteen (15) days on June 30 of each year. Whenever possible, she should advise the Superintendent of the need for such a day in advance. In case of an emergency the Superintendent shall be called as soon as possible.

**ARTICLE X
BEREAVEMENT LEAVE**

Dr. Lishak shall be entitled to up to five (5) days absence out of seven (7) consecutive days, beginning on the date of death, for each death in the immediate family, or because of death in the immediate family of spouse, without loss of salary. These days are not accumulated from year to year. The term "immediate" means: wife, husband, grandchild, parent, child, grandparent, brother, sister, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law and others who are permanent members of the employee's household.

**ARTICLE XI
HEALTHCARE BENEFITS**

Throughout the term of this Employment Contract, the Board shall provide Dr. Lishak with full family health insurance coverage (presently Horizon Direct 10) and dental care (presently Delta Dental). Unless this benefit is waived by Dr. Lishak, she shall reimburse the Board of Education, via payroll deduction, in the minimum amount of 1.5% of her annual base salary as contribution toward her health benefits plan said amount to be adjusted, in accordance with P.L. 2011, C. 78, as amended. The Board may, at its option, switch from the carriers referenced above to other carriers so long as the new benefit levels are substantially similar to the existing plans.

**ARTICLE XII
CELLULAR PHONE**

Dr. Lishak shall maintain, at her own expense, a cellular phone which may be used for Board of Education communications, if necessary.

**ARTICLE XIII
EVALUATION**

Dr. Lishak shall be evaluated at least annually by the Chief School Administrator in accordance with the provisions of Title 18A. Each evaluation shall be in writing, a copy provided to Dr. Lishak and the Superintendent and Dr. Lishak shall meet to discuss it. The evaluation shall be based upon the goals and objectives of the district, the responsibilities of the Assistant Superintendent and such other criteria as the Commissioner of Education shall prescribe.

**ARTICLE XIV
TERMINATION**

Notwithstanding any other provisions of this Agreement, either party hereto may elect, at their sole option, to terminate upon the giving of not less than sixty (60) days' notice of such termination to the other party. Such notice of termination shall be in writing and sent certified mail, return receipt requested or by personal delivery by the party electing to terminate pursuant to the Article.

**ARTICLE XV
MODIFICATION OF CONTRACT TERMS**

The terms and conditions of the Contract shall not be modified, except by the written consent of both parties hereto, and consent of the County Executive Superintendent, provided further that the consent of the board can only be given by means of a lawfully adopted resolution.

**ARTICLE XVI
ENTIRE AGREEMENT**

This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all negotiable issues, which were or could have been subject to negotiations.

**ARTICLE XVII
NEW JERSEY LAW**

This Agreement shall be construed in accordance with the provisions of the laws of New Jersey, as amended.

**ARTICLE XIX
SEPARABILITY**

In the event that any provision of this Contract is deemed to be illegal by a court or agency of competent jurisdiction then the remaining provisions shall remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals or caused these present to be signed by their proper corporate officers and the proper corporate seal affixed hereto the day and year first above written.

ATTEST:

TOWNSHIP OF UNION BOARD OF EDUCATION

By: _____
Francis R. Perkins, Board President

Noreen Lishak, Assistant Superintendent

ASSISTANT SUPERINTENDENT

Detailed Statement of Contract Costs

District: Twp of Union Board of Education

Name: Noreen Lishak

Job Title: Assistant Superintendent

District Grade Span

K-12

On Roll Students as of 10-15

7500

Contract Term:

2013-2014

2014-2015

Difference

% Inc

Salary

Base Salary

\$ 148,720

\$ 151,694

Subcontracted Services

\$ -

\$ -

Longevity

\$ -

\$ -

Total Pensionable Salary

\$ 148,720

\$ 151,694

\$ 2,974

2.00%

Additional Salary

Quantitative Merit Goals

\$ -

\$ -

Qualitative Merit Goals

\$ -

\$ -

Stipend - Describe **doctoral stipend**

\$ 3,000

\$ 3,000

Additional Compensation - Describe:

\$ -

\$ -

Total Non-Pensionable Salary

\$ 3,000

\$ 3,000

\$ -

0.00%

Total Salary (pensionable + non-pensionable)

\$ 151,720

\$ 154,694

\$ 2,974

1.96%

Total Cost of Premiums (Board + employee contribution) for:

Health Insurance - none waived

\$ -

\$ -

Prescription Insurance

\$ -

\$ -

Dental Insurance

\$ 1,164

\$ 1,164

Vision Insurance

\$ -

\$ -

Disability Insurance

\$ -

\$ -

Long-term Care Insurance

\$ -

\$ -

Life Insurance

\$ -

\$ -

Other Insurance - Describe:

\$ -

\$ -

Total Cost of Premiums

\$ 1,164

\$ 1,164

\$ -

0.00%

Employee contribution to health benefits as per law

\$ 1,164

\$ 1,164

\$ -

0.00%

Net Total Board Health Benefit Compensation

\$ -

\$ -

\$ -

#DIV/0!

Other Compensation

Waiver of Benefits

\$ -

\$ -

Travel and Expense Reimbursement (Estimated Annual Cost)

\$ 750

\$ 750

Professional Development (Capped Amount or Estimated Annual Cost)

\$ 750

\$ 750

Tuition Reimbursement

\$ -

\$ -

Mentoring Expenses - Describe:

\$ -

\$ -

National/State/County/Local/Other Dues

\$ 1,600

\$ 1,600

Subscriptions

\$ -

\$ -

Board Paid Cell Phone or Reimbursement for Personal Cell Phone

\$ -

\$ -

Computer for Home use, including supplies, maintenance, internet

\$ -

\$ -

Other - Describe:

\$ -

\$ -

Total Other Compensation

\$ 3,100

\$ 3,100

\$ -

0.00%

Sick and Vacation Compensation

Maximum Payment for Unused Sick Leave Upon Retirement

\$ 15,000

\$ 15,000

Maximum Payment for Unused Vacation Leave - Retirement or Separation

\$ 14,588

\$ 14,874

Total Sick and Vacation Compensation

\$ 29,588

\$ 29,874

\$ 286

TOTAL CONTRACT COSTS

\$ 184,408

\$ 187,669

\$ 3,260

1.77%