

## **ROCKAWAY BOROUGH PUBLIC SCHOOLS**

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103 EAST MAIN STREET  
ROCKAWAY, NEW JERSEY 07866  
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### **EMPLOYMENT CONTRACT**

THIS AGREEMENT, made on this 18th day of June 2007 between:

**THE BOARD OF EDUCATION OF THE BOROUGH OF ROCKAWAY**, in the County of Morris, in the State of New Jersey, a body corporate (hereinafter referred to as the "Board") and

**Phyllis Alpaugh** (hereinafter referred to as the "Principal of the Lincoln School").

### **WITNESSETH**

WHEREAS, the Board and the Principal of the Lincoln School wish to formally enter into an agreement setting forth the terms and conditions of employment of the Principal of the Lincoln School by the Board.

NOW, THEREFORE, IT IS AGREED AS FOLLOWS:

#### **ARTICLE 1 – COMPENSATION**

- A. The Board agrees to employ the Principal of the Lincoln School for the period of July, 1 2007 through June 30, 2008 at the salary of \$93,000.00 per year.
- B. The Principal of the Lincoln School shall be paid by the Board in twenty-four (24) equal semi-monthly installments in accordance with Board policy.
- C. The Principal of the Lincoln School shall be evaluated three (3) times annually during the term of this contract.

#### **ARTICLE II – DUTIES**

In consideration of the employment, salary and fringe benefits provided herein, the Principal of the Lincoln School hereby agrees to the following:

- A. To faithfully perform the duties of the office of the Principal of the Lincoln School of the Rockaway Borough School District, all in accordance with the laws of the State of New Jersey, rules and regulations adopted from time to time by the Board, and the job description attached hereto, which is incorporated by the reference herein.

#### **ARTICLE III - BENEFITS IN ADDITION TO SALARY**

- A. The Principal of the Lincoln School shall be granted twelve (12) sick days during the term of this contract. Any unused sick leave shall be cumulative in accordance with the provisions of Title 18A.
- B. The Board shall provide hospitalization, health, and other insurance to the Principal of the Lincoln School to the same extent as such insurance coverage that is provided for other administrators employed by the Board. In addition, the Board shall reimburse Mrs. Alpaugh for medical and/or dental expenses incurred for herself, her spouse or dependent(s) which are not covered under the District's health insurance plan, including but not limited to eyeglasses, contact lenses, and prescription co-pays, not exceeding \$500.00 annually.

- C. The Board shall reimburse the Principal for professional membership dues incurred by him in connection with membership in the following organizations:

New Jersey Principals and Supervisors Association  
Morris County Principals Association  
Morris County Curriculum Network  
National Association of Elementary Principals  
Association for Supervision and Curriculum Development

- D. The Principal of the Lincoln School shall be entitled to twenty (20) vacation days annually at the discretion of the Superintendent of Schools. Five vacation days may be carried over to the following school year with the prior approval of the Superintendent.
- E. The Principal of the Lincoln School shall be entitled to (3) personal days annually. Unused personal days shall not be cumulative, but shall be converted to sick days and added to her accumulated sick leave on July 1, 2008.
- F. The Principal of the Lincoln School shall receive fourteen (14) holidays in accordance with the calendar for twelve-month employees.
- G. The fringe benefits and leave as provided in this Article III shall constitute all fringe benefits and leave to which the Principal of the Lincoln School shall be entitled during the term of this contract.
- H. The Principal of the Lincoln School shall be entitled to be reimbursed for expenses, including automobile mileage, which she personally incurred or advances directly in connection with discharge of her duties.
- I. The sum of \$1,000.00 shall be budgeted for the purpose of paying fees and costs incurred through attendance at programs, seminars, workshops, and conventions for the purpose of professional growth and development with prior approval of the Superintendent.

#### **ARTICLE IV - CONVERSION OF UNUSED SICK LEAVE AS SEVERANCE**

- A. The Principal of Lincoln School, having been in the employ of the Board for fifteen (15) or more years, who submits to the Superintendent of Schools a written Statement of intention to retire under a New Jersey Pension Plan, shall be eligible for a severance allowance for his/her accumulated sick days.
- B. The severance allowance shall be paid in one lump sum upon retirement.
- C. The severance allowance shall be computed at the rate of one (1) day's pay for every three (3) accumulated sick days on the date of the employee retirement. A day's pay shall be defined as 1/240 of the annual salary of a 12 month employee.
- D. The Principal of Lincoln School must have 15 years service in the district; allowance shall be computed at a rate of 1 day's pay for every three accumulated sick days after the first fifteen days are deducted; maximum of \$12,500.00, in case of death, severance will go to employee's estate.
- E. The Principal of Lincoln School shall submit written notification to the Superintendent of Schools on or before September 1 of the current school year of his/her intention to retire during or at the end of the present school year. In either case, upon timely notice, severance allowance shall be paid no later than July 31 following the school year in which the employee retires, or at his/her option, between January 1 and January 15 of the following year. In the event of the death of the employee after the date of retirement, and before payment of this allowance, said allowance shall be paid to his/her estate. Said written notification of intent to retire shall not be considered or construed as a letter of resignation.

#### **ARTICLE V – TERMINATION**

Notwithstanding any other terms and conditions of this agreement, either party hereto may elect, at their sole option, to terminate this agreement upon the giving of at least sixty (60) days written notice to the other party.

**ARTICLE V – MODIFICATION OF THE AGREEMENT TERMS**

The terms and conditions of this agreement shall not be modified except by the written consent of both parties hereto:

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

THE BOARD OF EDUCATION  
ROCKAWAY BOROUGH

WITNESS:

\_\_\_\_\_

By: \_\_\_\_\_  
Russell Perry, President

By: \_\_\_\_\_  
Phyllis Alpaugh  
Principal of the Lincoln School