



PHILIP D. MURPHY
Governor

State of New Jersey
DEPARTMENT OF EDUCATION
Warren County Office of Education
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KEVIN DEHMER
Commissioner

TAHESHA L. WAY
Lt. Governor

ROSALIE S. LAMONTE, PH.D.
Interim Executive County
Superintendent

March 14, 2025

Ms. Stephanie Bolen, Board President
Allamuchy Township School District
P.O. Box J
Allamuchy, New Jersey 07820

Dear Ms. Bolen:

I have reviewed the employment contract for Dr. Charles Seipp, Superintendent / Principal, 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 June 1, 2025 – June 30, 2029, with a salary of \$14,583 prorated for school year 2024-2025, \$175,000 for school year 2025-2026, \$179,375 for school year 2026-2027, \$183,859 for school year 2027-2028, and \$188,456 for school year 2028-2029.

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

Kindly submit a copy of the signed contract once it has been executed.

Sincerely,

Rosalie S. Lamonte, Ph.D.
Interim Executive County Superintendent

RSL:BP:kmd

c: Bill Poch, Executive County School Business Official
Dr. Brian Falkowski, School Business Administrator
Mr. Aron Mandel, Busch Law Group

EMPLOYMENT CONTRACT
SUPERINTENDENT/PRINCIPAL

This Employment Contract (referred to as "this Contract") is by and between the **Allamuchy Township Board of Education** ("Board"), with administrative offices located at 20 Johnsonburg Road, Allamuchy, Warren County, New Jersey 07820;

-and-

CHARLES SEIPP (hereinafter "Dr. Seipp" or "the Superintendent/Principal"), currently residing in New Jersey, whose current mailing address is on file with the Board and shall be kept current at all times during the term of this Agreement by the Superintendent/Principal.

PREAMBLE

WITNESSETH:

WHEREAS, the Board desires to employ Dr. Charles Seipp as a Superintendent/Principal, and Dr. Seipp wishes to accept the position, subject to the terms and conditions set forth herein; and

WHEREAS, the Board desires to provide the Superintendent/Principal with a written employment contract in order to enhance administrative stability and continuity within the schools, which the Board believes generally improves the quality of its overall educational program; and

WHEREAS, the Board and the Superintendent/Principal believe that a written employment contract is necessary to describe specifically their relationship and to serve as the basis of effective communication between them as they fulfill their governance and administrative functions in the operation of the education program of the schools; and

WHEREAS, the Superintendent/Principal is the holder of an appropriate certificate as prescribed by the State Board of Education and as required by N.J.S.A. 18A:17-17;

NOW, THEREFORE, in consideration of the following mutual promises and obligations, the parties agree as follows:

ARTICLE I

EMPLOYMENT TERM

The Board hereby agrees to employ Charles Seipp as Superintendent/Principal for the period of June 1, 2025, through 11:59 p.m. June 30, 2029.

ARTICLE II

CERTIFICATION

The Superintendent/Principal represents that he currently possesses the appropriate New Jersey administrative certification and School Administrator endorsement.

If, at any time during the term of this Contract, the Superintendent/Principal's certification(s) is revoked, this Contract shall be null and void as of the date of the revocation. The Superintendent/Principal will provide official course transcripts for all earned post-secondary degrees to the Board of Education. These transcripts will be kept on file in the Board office.

ARTICLE III

DUTIES

In consideration of the employment, salary and fringe benefits established hereby, the Superintendent/Principal hereby agrees to the following:

A. To perform faithfully the duties of Superintendent of Schools for the Board and to serve as the chief school administrator 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 in the future and to serve, as well, as Principal. The specific job descriptions adopted by the Board, applicable to the positions of Superintendent of Schools and Principal, have been reviewed by Dr. Seipp and are incorporated by reference into this Contract.

B. Except as otherwise provided herein, to devote the Superintendent/Principal's full time, skills, labor, and attention to this employment during the term of this Contract. Should the Superintendent/Principal choose to engage in outside activities including, but not limited to

consultative work; speaking engagements; writing; lecturing; or other professional duties for compensation on weekends, on his vacation time, or at other times when he is not required to be present in the District, he may retain any honoraria paid. The Board acknowledges and agrees that Dr. Seipp shall be permitted to participate in NJ Excel and Leaders to Leaders to the extent his participation does not interfere with his day-to-day duties. The Superintendent/Principal shall notify the Board President in the event he is going to be away from the District on District business for two (2) or more days in any week. Any time away from the District that is not for District business must be arranged in accordance with provisions in this Contract governing time off. The Board recognizes that the demands of the Superintendent/Principal's position require him to work long and irregular hours, and occasionally may require that he attend to District business outside of the District.

C. To assume the responsibilities for the selection, renewal, placement, removal, and transfer of personnel, subject to the approval of the Board, by recorded roll call majority vote of the full membership of the Board, and subject to applicable Board policies and directives. The Board shall not withhold its approval of any such recommendation for arbitrary or capricious reasons, all in accordance with N.J.S.A. 18A:27-4.1.

D. To non-renew personnel pursuant to N.J.S.A. 18A:27-4.1, and to provide a written statement of reasons for non-renewal upon proper request to the employee.

E. To study and make recommendations with respect to all criticisms and complaints, which the Board, either by committee or collectively, shall refer to him. The Superintendent shall have the right to contact the Board's attorney for legal assistance as the need arises in carrying out his duties.

F. To assume responsibility for the administration of the affairs of the School District, including but not limited to programs, personnel, fiscal operations, and instructional programs. All duties and responsibilities therein will be performed and discharged by the Superintendent, or by staff, at the Superintendent/Principal's direction.

G. To have a seat on the Board and have the right to speak (but not vote) on all issues before the Board in accordance with applicable law. The Superintendent/Principal shall attend all regular and special meetings of the Board, (except where a Rice notice has been served upon the Superintendent notifying him that his employment will be discussed in closed session, and the Superintendent/Principal has not requested that the meeting be conducted in public, or where the

Superintendent/Principal has a conflict of interest), and all committee meetings thereof, and shall serve as advisor to the Board and said committees on all matters affecting the School District.

H. To suggest, from time to time, regulations, rules, policies, and procedures deemed necessary for compliance with law and/or for the well-being of the School District.

I. To perform all duties incident to the Office of the Superintendent and Principal and such other duties as may be prescribed by the Board from time-to-time. The Superintendent/Principal shall, at all times, adhere to all applicable federal and state statutes, rules, regulations, and executive orders, as well as District policies and regulations. Other than the additional duties of Principal, the Board shall not substantially increase the duties of Dr. Seipp by assigning him the duties or responsibilities of another position or title unless the parties agree upon additional compensation commensurate with such increase in duties, and the additional compensation is reflected in an addendum to this Employment Contract, and such addendum has been approved by the Executive County Superintendent.

ARTICLE IV

SALARY AND BENEFITS

A. Any adjustment in salary made during the life of this Employment Contract shall be in the form of an amendment and shall become part of this Employment Contract, but it shall not be deemed that the Board and the Superintendent/Principal have entered into a new employment contract.

1. Salary. The Board shall provide the following salary as part of the Superintendent/Principal's compensation:

a. The Board shall pay the Superintendent/Principal an initial annual base salary of ONE HUNDRED SEVENTY-FIVE THOUSAND DOLLARS (\$175,000) per annum, prorated for any partial year. This annual salary rate shall be paid to the Superintendent/Principal in accordance with the schedule of salary payments in effect for other twelve-month certified employees. Included in the base salary is compensation in the amount of \$5,000 (FIVE THOUSAND DOLLARS) for duties performed as Principal which shall cease to be paid if the Principal's function is eliminated, and base salary shall be reduced accordingly, as of

the effective date of cessation of said duties. If cessation occurs mid-contract, then the reduction shall be made on a pro-rata basis going forward.

b. The base salary, inclusive of the above salary increments, shall be increased by two and one-half percent (2.5%), effective on July 1 of each ensuing contract year, beginning on July 1, 2026. Notwithstanding the foregoing, no salary increase of any kind will take effect at midnight of July 1, 2029, unless the parties have agreed to a contract renewal that has been approved by the Executive County Superintendent. The terms of the extension will govern all increases to take effect on July 1, 2029. The parties agree that any change in the salary schedule shall be submitted to the Executive County Superintendent for review and approval. Any renewal, extension, or modification of this Contract shall comply with the notice provisions of P.L.2007, c. 53, The School District Accountability Act, and N.J.A.C. 6A:23A-3.1, et seq.

2. Merit Bonus. The Superintendent/Principal may receive a merit bonus in addition to his annual base salary. The merit bonus will be based upon his achievement of quantitative merit criterion. Within sixty (60) days of the Superintendent/Principal commencing employment in the District, the parties shall meet and select one (1) quantitative merit criterion for the 2025-26 school year. The merit criterion will then be submitted to the Executive County Superintendent who shall approve or disapprove the selection of the quantitative merit criterion. In the event the Executive County Superintendent disapproves any criterion, the parties shall agree on a new one and resubmit it for approval. On or before April 30th of each subsequent year of this contract, the Board and Superintendent shall select one (1) quantitative merit criterion per contract year, and follow the above-described process. The Superintendent/Principal shall receive a merit bonus in the amount 3.33% of his annual base salary for each quantitative merit criterion achieved. Following the conclusion of each school year, the Board shall submit a resolution to the Executive County Superintendent certifying the quantitative merit criterion that has been satisfied. Prior to paying any bonus, the Board shall await confirmation from the Executive County Superintendent that the criterion has been satisfied. The Board shall pay the merit bonus within thirty days (30) of the Executive County Superintendent's confirmation that the merit criterion has been satisfied.

3. No Reduction in Salary/Compensation. During the term of this Employment Contract, including any extension hereof, the Superintendent/Principal shall not be reduced in compensation and/or benefits except as otherwise provided herein or by law.

B. Sick leave. The Superintendent/Principal shall receive twelve (12) paid sick leave days and three (3) paid personal days annually to run concurrently with any leave days provided under the Expanded Sick Leave Law, N.J.S.A. 18A-30-1 et seq, effective July 3, 2023. Unused sick days shall be accumulative in the ensuing contract years. Dr. Seipp will be compensated for his unused sick days earned at Allamuchy School District upon retirement, at his then per diem rate, based on 1/260th of his salary at the time of retirement, up to a maximum amount of \$15,000 (FIFTEEN THOUSAND DOLLARS), in accordance with N.J.S.A. 18A: 30-3.5. Payment for unused sick days upon retirement will be made over a minimum of two years, with the first payment issued July 1" of the calendar year following retirement. Any personal days not used at the end of a contract year shall convert to sick days subject to a maximum accumulation of fifteen (15) sick days per year. Accumulated unused sick leave compensation shall not be paid to the Superintendent/Principal's estate or beneficiaries in the event of death prior to retirement. Upon commencing employment, the Board shall provide Dr. Seipp with a sick leave bank of ten (10) sick days which shall be available for his use in the event he exhausts his earned sick leave days. The sick days in the sick leave bank shall not be available for compensation upon retirement.

C. Professional Membership. The Superintendent/Principal shall be entitled to membership, at the Board's expense, for professional dues in the following professional associations: NJASA, AASA, the County Administrators Association and/or other organizations deemed important by the Superintendent and the Board. The Superintendent/Principal also shall be entitled to reimbursement for expenses incurred for attendance at professional conferences up to three thousand dollars (\$3,000.00) per contract year, and similar expenses which he may incur while discharging the duties of Superintendent/Principal in accordance with P.L. 2007, c. 53, The School District Accountability Act and affiliated regulations (N.J.S.A. 18A:11-12 and N.J.A.C. 6A:23A-7, et seq.). Such reimbursement shall comply with all applicable provisions of state and federal statutory and regulatory provisions and guidance, and with board policy. The Superintendent/Principal shall be entitled to attend the annual NJSBA/NJASBO Workshop and Convention, the annual conference of the NJASA, and Techspo. Reimbursement or payment for such expenses shall be made in accordance with P.L. 2007, c. 53, The School District

Accountability Act and affiliated regulations, and Board policies which amount shall not exceed three-thousand-five-hundred dollars (\$3,500.00) per school year.

D. Professional Publications. The Superintendent/Principal may subscribe to appropriate educational and/or professional publications within the limit set in the annual budget.

E. Health Benefits:

1. Coverage and Contribution. The Superintendent/Principal is eligible to receive Board paid health insurance, dental and vision coverage for the Superintendent/Principal and his eligible family members. The Superintendent/Principal shall receive such coverage beginning on the first day of employment. The Superintendent/Principal may elect coverage by the District and contribute to the cost of premiums through payroll deductions in the amount required by the Educators Health Plan (EHP) pursuant to New Jersey P.L. 2020, Ch. 44, with contributions toward the cost of premiums as specified by Ch. 44.

2. Change of Carriers. The parties agree that the Board reserves the right, unilaterally and without further negotiation, to change carriers, so long as the new plan contains at least one coverage option that is at least equivalent to the coverage currently provided by the Board. Any adjustments to the responsibility of payment of medical insurance premium made during the life of this Contract shall be in the form of an amendment and shall become part of this Employment Contract, but it shall not be deemed that the Board and the Superintendent/Principal have entered into a new employment contract.

3. Waiver of Benefits. The Superintendent/Principal may waive coverage in any of the health benefits plans if he is covered through the health plan of a spouse, civil union or domestic partner, in accordance with procedures established by the Board and provides satisfactory evidence of such coverage. In the event that the Superintendent/Principal elects to waive Board paid health insurance coverage, he will be paid the lesser of twenty-five percent (25%) of the savings or \$5,000 (Five Thousand Dollars) of the cost of said coverage for waiving such coverage.

F. Vacation Leave:

1. The Superintendent/Principal shall be entitled to twenty-five (25) paid vacation days per year taken specifically upon prior notification to the Board President. The annual allotment of vacation days shall be available for the Superintendent/Principal's use beginning July 1st of each contract year; however, it is understood and agreed that they are earned on a monthly

pro-rata basis. The Superintendent/Principal may carry over no more than five (5) unused vacation days from one year to the next. Days not utilized in the subsequent year will be lost. All weekly calendar days and recess periods, except as otherwise set forth in this Contract, are workdays for administrators. It is strongly preferred that vacation days be used when students are not in session such as the winter, spring, and the summer recess periods of time. Upon separation from employment, the Superintendent/Principal shall be compensated for his unused vacation days at the per diem (1/260th) rate of his salary at that time. Any such payment shall be made to him by the Board within ninety (90) days of the Superintendent/Principal's last day of employment, or in the event of his death, to his estate.

2. The Superintendent/Principal shall take his vacation time after giving the Board President reasonable notice. School vacations, recess and breaks do not constitute time off for the Superintendent/Principal, unless he uses his leave time. The Superintendent/Principal may take vacation days during the school year, upon notice to the Board President. The Superintendent/Principal is expected to attend to the business of the District as required for the smooth and efficient operation of the School District. The Superintendent/Principal shall document the use of accrued vacation days with the Board Secretary.

3. In accordance with *N.J.S.A. 18A:30-9.1*, vacation days not taken in a given year because of duties directly related to a state of emergency declared by the Governor may accumulate at the discretion of the Board pursuant to a plan established by the Board until such time as the Superintendent uses the accumulated vacation days or the Superintendent is compensated for the accumulated unused vacation days following a Board resolution approving payment of same.

4. In the event that the Superintendent/Principal should predecease the term of this agreement, the Board shall remain responsible for the payment of any unused, accrued vacation days to the Superintendent/Principal's estate at the prevailing per diem rate of the Superintendent/Principal's final annual salary using a denominator of 260 days (1/260th).

G. Holiday Leave. The Superintendent/Principal shall be entitled to the holidays available to other 12-month, unaffiliated, central office administrators in the district. These shall include days on which the school district is closed, excluding school recess periods.

H. Personal Leave. The Superintendent/Principal shall be entitled to three (3) personal days, to attend to personal business during the school day, with full pay during the work year. Personal days may be taken during the school year with the prior permission of the Board President. As

much advance notice as possible of the request to take personal time will be given. Personal day usage shall be recorded with the Board Secretary. Personal days are non-cumulative and non-reimbursable, but shall convert to sick days if unused at the end of each contract year, up to a maximum of 15 sick days.

I. Bereavement. The Superintendent/Principal shall be entitled to five (5) days of leave, without loss of pay due to the death of his father, mother, husband, partner in a civil union, brother, sister, father-in-law, mother-in-law, son, daughter, grandchild, or any person permanently living with the Superintendent/Principal. The Superintendent/Principal shall be entitled to two (2) days of leave, per incident, without loss of pay due to the death of a sister-in-law, brother-in-law, aunt, uncle or other near relative.

J. Attendance Record. The Superintendent/Principal shall be responsible for requesting time away from district, in advance of the time "off," as set forth herein, or immediately upon his return to the District in the event of an unplanned absence, with written notification to Board President c/o the Board Secretary each time any leave is taken. The Superintendent/Principal and Board President shall periodically review the Superintendent/Principal's attendance record to assure correctness.

K. Mileage and Cell Phone Reimbursement and Laptop. The Superintendent/Principal shall have the option of using his own vehicle for business-related trips. In accordance with the Board Policy and New Jersey Administrative Code, the Superintendent/Principal shall receive reimbursement for mileage at the prevailing rate in accordance with regulations promulgated by the New Jersey Office of Management and Budget (NJOMB) circulars, and reimbursement for reasonable expenses incurred in the performance of duties, excluding commuting to and from work. The Superintendent/Principal shall be provided, at Board expense, with a laptop computer for use in carrying out assigned duties. Incidental personal use, subject to Board computer and network policies, shall be permitted. The Board shall reimburse the Superintendent/Principal for cell/smart phone costs in the amount of \$50 per month. All reimbursements shall be subject to receipt of a duly executed voucher from the Superintendent/Principal.

L. Professional Liability. The Board agrees that it shall defend, hold harmless, and indemnify the Superintendent/Principal from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent/Principal in his individual capacity or in his official capacity as agent and/or employee of the Board, subject to the provisions of N.J.S.A.

18A:16-6 and 16-6.1. The Superintendent/Principal shall accept the legal representation assigned by the Board or the Board's insurance carrier. If, in the good faith opinion of the Board Attorney, a conflict exists between the Board and the Superintendent/Principal with respect to the defense of any claim, demand or action brought against the Superintendent/Principal, and the position of the Board in relation thereto, the Superintendent/Principal may engage his own legal counsel, in which event the Board shall indemnify the Superintendent/Principal for the costs of his reasonable legal defense. The Board further agrees to cover the Superintendent/Principal under the Board's liability insurance policies, including employment practices liability coverage, in the minimum amount of \$1 million.

M. Tax Sheltered Annuity: The Board, at the request of the Superintendent/Principal, and in accordance with State law, shall permit him to participate in a tax deferred annuity program approved by the District of his choosing, in accordance with N.J.S.A. 18A:66-127, et seq. and applicable tax laws, including Sections 403 (b) and 457(b) of the Federal Internal Revenue Code. The maximum amount of reduction in salary authorized shall be the maximum tax deferral amount permitted by the Federal Internal Revenue Code. In no case shall the Board pay into the annuity any amount over and above the amount of the salary deduction, but rather, only the amount that corresponds to the deduction.

ARTICLE V

ANNUAL EVALUATION

A. The Board shall evaluate the performance of the Superintendent/Principal at least once a year on or before June 30th in accordance with statutes, regulations and Board policy relating to Superintendent's evaluations. Each annual evaluation shall be in writing and shall represent a majority of the Board. A copy of the evaluation shall be provided to the Superintendent/Principal, and the Superintendent/Principal and the Board shall meet to discuss the findings. The Board may meet in closed session to discuss the evaluation and the Superintendent/Principal's performance where a Rice notice has been served upon the Superintendent, giving notice that the Superintendent's/Principal's employment will be discussed in closed session, and the Superintendent/Principal has not requested that the meeting be conducted in public. The evaluations shall be based upon the criteria adopted by the Board, the goals and objectives of the District, which shall include encouragement of student achievement, the responsibilities of the

Superintendent/Principal as set forth in the job description for the position of Superintendent/Principal, the District's placement on the NJQSAC continuum (with respect to those DPRs that are within the Superintendent/Principal's control), and such other criteria as the State Board of Education shall by regulation prescribe. In the event the Board determines the performance of the Superintendent/Principal is unsatisfactory in any respect, it shall describe in writing, and in reasonable detail, the specific instances of unsatisfactory performance. The evaluation shall include specific recommendations for improvement in all instances where the Board deems performance to be unsatisfactory. The Superintendent/Principal shall have the right to respond in writing to the evaluation; this response shall become a permanent attachment to the evaluation in question. On or before June 1st of each year of this Employment Contract, the Superintendent/Principal and the Board shall meet to review the evaluation format and to mutually determine the evaluation format to be used in the subsequent school year.

The final draft of the annual evaluation shall be adopted by the Board by June 30th of each year of this Employment Contract. The Superintendent/Principal shall propose a schedule for evaluation for the next year to the Board President by the annual organization meeting each year.

B. Within sixty (60) days of Dr. Seipp commencing employment in the District, the parties shall meet to establish the District's goals and objectives for the ensuing school year. Said goals and objectives shall be reduced to writing and shall be among the criteria by which the Superintendent/Principal is evaluated, as hereinafter provided. On, or prior to, June 1st of each succeeding school year, the parties will meet to establish the District's goals and objectives for the next succeeding school year, in the same manner and with the same effect as heretofore described.

C. The parties also agree that the Board shall not hold any discussions regarding the Superintendent/Principal's employment, unless the Superintendent/Principal is given written notice at least 48 hours in advance and is given an opportunity to address the Board in closed session with a representative of his choosing. In addition, the Board shall not hold any discussions with regard to the Superintendent/Principal's performance, or that may adversely affect the Superintendent/Principal's employment, in public session, unless the Superintendent/Principal requests that such discussions be held in public session, pursuant to the Open Public Meetings Act.

ARTICLE VI

TERMINATION OF EMPLOYMENT CONTRACT

A. This Contract shall terminate, the Superintendent/Principal's employment will cease, and no salary shall thereafter be paid, under any one of the following circumstances:

1. Failure to possess/obtain and maintain in good standing proper certification;
2. Revocation or suspension of the Superintendent's or Principal's certificate, in which case this Employment Contract shall be null and void as of the date of revocation, as required by N.J.S.A. 18A:17-15.1;

3. Forfeiture under N.J.S.A. 2C:51-2;
4. Mutual agreement of the parties;
5. Notification in writing by the Board to the Superintendent/Principal, at least one hundred fifty (150) calendar days prior to the expiration of this Contract, of the Board's intent not to renew this Contract in accordance with Article VII; or

6. Material misrepresentation of employment history, educational and professional credentials, or criminal and sexual history background, subject to N.J.S.A. 18A:6-10, et seq.

B. In the event the Superintendent/Principal is arrested and charged with a criminal offense, which could result in forfeiture under N.J.S.A. 2C:51-2, the Board reserves the right to suspend him pending resolution of the criminal charges. Such suspension shall be with pay prior to indictment, and may be with or without pay, at the Board's discretion, subsequent to indictment.

C. Nothing in this Contract shall affect the Board's rights with regard to suspension under N.J.S.A. 18A:6-8.3 and applicable case law.

D. The Superintendent/Principal may terminate this Employment Contract upon at least ninety (90) calendar days written notice to the Board, filed with the Board Secretary, of his intention to resign.

E. The Superintendent/Principal shall not be dismissed or reduced in compensation during the term of this Contract, except as authorized by paragraphs B. and C. supra and N.J.S.A. 18A:17-20.2 or otherwise agreed upon herein, provided, however, that the Board shall have the authority to relieve the Superintendent of the performance of his duties in accordance with N.J.S.A. 18A:27-9, so long as the Board continues to pay his salary and benefits for the duration of the term. The parties understand that any early termination must comply with the provisions of P.L. 2007, c. 53, The School District Accountability Act.

ARTICLE VII

RENEWAL - NON RENEWAL

This Employment Contract shall automatically renew for a term of four (4) years, unless either of the following occurs:

1. The Board by contract reappoints the Superintendent for a different term allowable by law;
2. The Board notifies the Superintendent in writing, one hundred fifty calendar days (150) prior to June 30, 2029, that he will not be reappointed at the end of the current term, in which case his employment shall cease upon the expiration of this Contract. Any action by the Board to notify Dr. Seipp of the nonrenewal of his employment shall be taken by an affirmative vote of a majority of the full membership of the Board; or
3. Nullification or forfeiture, in accordance with such laws and regulation that would so require.

ARTICLE VIII

COMPLETE AGREEMENT

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

ARTICLE IX

SAVINGS AND CONFLICTS CLAUSE

If, during the term of this Contract, it is found that a specific clause of the Contract is illegal under federal or state law, the remainder of the Employment Contract is not affected by such a ruling and shall remain in full force. 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, the terms of this Employment Contract shall take precedence over the contrary provisions of the Board's policies or any such permissive law, unless otherwise prohibited by law.

ARTICLE X

PERSONNEL RECORDS

- A. The personnel records of the Superintendent/Principal shall be under the custody and control of the School Business Administrator/Board Secretary who shall be exclusively responsible for their upkeep and security.
- B. The Superintendent/Principal shall have the right, upon request, to review the contents of his personnel file and to receive copies at Board expense of any documents contained therein. The Superintendent/Principal shall be entitled to have a representative accompany him during such review. At least once every year, the Superintendent/Principal shall have the right to indicate those documents and/or other materials in the file that he believes to be obsolete or otherwise inappropriate to retain; and, upon final approval of the Board, such documents identified by him may be destroyed, subject to the Board's discretion, except as may be prohibited by the Open Public Records Act and/or the Records Retention and Destruction Act.
- C. No material derogatory to the Superintendent/Principal's conduct, service, character, or personality shall be placed in his personnel file unless he has been provided with a copy.

This Contract is subject to approval by the Executive County Superintendent.

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

FOR THE BOARD OF EDUCATION:

Board President

date

Attest

,Board Secretary

date

SUPERINTENDENT;

Charles Egan

03/14/25

Charles Seipp

date

SUPERINTENDENT / PRINCIPAL

Detailed Statement of Contract Costs

District:

Allamuchy

Name:

Charles Seipp

District Grade Span:

K-8

On Roll Students as of 10-15 of the prior year

383

	Year 1	Year 2	Year 3	Year 4	Year 5
	2024-25	2025-26	2026-27	2027-28	2028-29
Contract Term: Jun 1, 2025 to June 30, 2029					
Salary	Prorated				
Base Salary	\$ 14,583	\$ 175,000	\$ 179,375	\$ 183,859	\$ 188,456
Shared Service	\$ -	\$ -	\$ -	\$ -	\$ -
Longevity	\$ -	\$ -	\$ -	\$ -	\$ -
Annual Salary	\$ 14,583	\$ 175,000	\$ 179,375	\$ 183,859	\$ 188,456
TOTAL ANNUAL SALARY	\$ 14,583	\$ 175,000	\$ 179,375	\$ 183,859	\$ 188,456
Additional Salary					
Quantitative Merit Goals	\$ -	\$ 5,828	\$ 5,973	\$ 6,123	\$ 6,276
Qualitative Merit Goals	\$ -	\$ -	\$ -	\$ -	\$ -
Additional Compensation - Describe:	\$ -	\$ -	\$ -	\$ -	\$ -
Total Additional Salary	\$ -	\$ 5,828	\$ 5,973	\$ 6,123	\$ 6,276
TOTAL ANNUAL SALARY PLUS ADDITIONAL COMPENSATION	\$ 14,583	\$ 180,828	\$ 185,348	\$ 189,982	\$ 194,731
Total Premiums for:					
Health Insurance	\$ 2,624	\$ 34,227	\$ 36,965	\$ 39,922	\$ 43,116
Prescription Insurance	\$ -	\$ -	\$ -	\$ -	\$ -
Dental Insurance	\$ 145	\$ 1,890	\$ 2,041	\$ 2,204	\$ 2,381
Vision Insurance	\$ -	\$ -	\$ -	\$ -	\$ -
Disability Insurance	\$ -	\$ -	\$ -	\$ -	\$ -
Other Insurance - Describe:	\$ -	\$ -	\$ -	\$ -	\$ -
Waiver of Benefits	\$ -	\$ -	\$ -	\$ -	\$ -
Total Cost of Premiums	\$ 2,769	\$ 36,117	\$ 39,006	\$ 42,127	\$ 45,497
Employee Contribution to Premiums as Per Law	\$ 1,050	\$ 13,020	\$ 13,345	\$ 13,679	\$ 14,021
TOTAL HEALTH BENEFITS COMPENSATION	\$ 1,719	\$ 23,097	\$ 25,661	\$ 28,448	\$ 31,476
Other Compensation					
Travel and Expense Reimbursement (Estimated Annual Cost)	\$ 42	\$ 500	\$ 500	\$ 500	\$ 500
Professional Development (Capped Amount or Estimated Annual Cost)	\$ 250	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000
Tuition Reimbursement	\$ -	\$ -	\$ -	\$ -	\$ -
Mentoring Expenses - Describe:	\$ -	\$ -	\$ -	\$ -	\$ -
National/State/County/Local/Other Dues	\$ 167	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
Subscriptions	\$ 42	\$ 500	\$ 500	\$ 500	\$ 500
Board Paid Cell Phone or Reimbursement for Personal Cell Phone	\$ 50	\$ 600	\$ 600	\$ 600	\$ 600
Computer for Home use, including supplies, maintenance, internet **	\$ 2,500	\$ -	\$ -	\$ -	\$ -
Other - Describe:	\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL OTHER COMPENSATION	\$ 3,050	\$ 6,600	\$ 6,600	\$ 6,600	\$ 6,600
Sick and Vacation Compensation					
Max Paid for Unused Sick Leave Upon Retirement	\$ 865	\$ 11,250	\$ 15,000	\$ 15,000	\$ 15,000
Max Paid for Unused Vacation Leave - Retirement or Separation	\$ 1,385	\$ 18,778	\$ 21,386	\$ 21,921	\$ 22,469
Total Sick and Vacation Compensation	\$ 2,250	\$ 30,028	\$ 36,386	\$ 36,921	\$ 37,469
TOTAL CONTRACT COSTS	\$ 21,602	\$ 240,553	\$ 253,996	\$ 261,951	\$ 270,277

**Computer for Home use, including supplies, maintenance, internet

One Time Purchase