



*State of New Jersey*

DEPARTMENT OF EDUCATION

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PHILIP D. MURPHY  
*Governor*

SHEILA Y. OLIVER  
*Lt. Governor*

LAMONT O. REPOLLET, ED.D.  
*Acting Commissioner*

JUAN TORRES  
*Interim Executive County Superintendent*

April 17, 2018

Gregory Tatum, Superintendent  
Union Board of Education  
2369 Morris Avenue  
Union, NJ 07083

Dear Mr. Tatum:

I have reviewed the employment contract for Gregory Brennan, School Business Administrator/Board Secretary, in accordance with N.J.A.C. 6A:23A-3.1. I have determined that the provisions of the contract are in compliance with the regulations. Therefore, I approve the contract for the period from July 1, 2018 through June 30, 2019.

In the event of any conflict between the terms, conditions and provisions of this employment contract and any permissive state or federal law, the law shall take precedence over the contrary provisions.

If during the term of this employment contract, it is found that a specific clause of the contract is illegal in Federal or State law, the remainder of this employment contract, not affected by such a ruling, shall remain in force.

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

Please be reminded that the contract for this position must be submitted annually to the executive county superintendent for review and approval.

Please submit a signed copy of the approved contract to my office.

Sincerely,

A handwritten signature in black ink, appearing to read "Juan Torres".

Juan Torres,  
Interim Executive County Superintendent

[www.nj.gov/education](http://www.nj.gov/education)

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*approved*  
*4/17/18*  
*10:37 am.*  
*JM7.*

**EMPLOYMENT CONTRACT FOR  
SCHOOL BUSINESS ADMINISTRATOR/ BOARD SECRETARY**

**THIS AGREEMENT** made this \_\_\_ day of \_\_\_\_\_, 2018 by and between the Township of Union Board of Education, with administrative offices located at 2369 Morris Avenue, Union, New Jersey and Gregory Brennan (hereinafter "Mr. Brennan").

**W I T N E S S E T H:**

**WHEREAS**, the Board desires to retain the services of Mr. Brennan as School Business Administrator/Board Secretary for the Township of Union School District and Mr. Brennan has agreed to serve in this capacity; and

**WHEREAS**, in accordance with the requirements of New Jersey law, the Board and Mr. Brennan 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 Mr. Brennan hereby agree as follows:

**ARTICLE I  
EMPLOYMENT**

A. The Board hereby agrees to employ Mr. Brennan as School Business Administrator/Board Secretary effective July 1, 2018 through June 30, 2019. This is a twelve-month position.

B. The annual salary for Mr. Brennan shall be \$156,060 (One Hundred Fifty-Six Thousand Sixty Dollars).

**ARTICLE II  
DUTIES**

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

A. To faithfully perform the duties of School Business Administrator/Board Secretary 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 School Business Administrator/Board Secretary is incorporated by reference into this contract and shall be followed by Mr. Brennan.

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

C. To carry out the duties as may be assigned to him 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. Mr. Brennan 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 his job functions as directed by the Superintendent of Schools.

E. Mr. Brennan shall attend those county, regional and state meetings that are necessary to keep him 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**

Mr. Brennan represents that he has a Standard Certification and is therefore eligible to be certified by the New Jersey State Board of Examiners as a School Business Administrator and therefore eligible to serve as a School Business Administrator/Board Secretary in the State of New Jersey, and that he shall maintain his 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 Mr. Brennan's employment shall immediately terminate.

### **ARTICLE IV SICK DAYS**

Mr. Brennan shall receive twelve (12) sick leave days annually. Upon initial employment he shall receive a sick bank of 30 days in the case of a catastrophic illness or injury that requires an extended medical leave that is certified by a medical physician. At the end of each year, the sick bank will be reduced by the number of accumulated sick days from the prior year, until such time when the accumulated sick days exceeds 30 days. Once he has accumulated 30 sick days, the sick bank will be eliminated.

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, Mr. Brennan shall be compensated at a rate per diem rate, calculated as 1/260<sup>th</sup> of his current annual salary with 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.

**ARTICLE V  
ASSOCIATION DUES/CONFERENCES**

Mr. Brennan 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., N.J.A.S.B.O. and A.S.B.O. International. 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. Total Board expense shall not exceed \$3,000.00 for any national convention. Mr. Brennan 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**

Mr. Brennan shall be required to use his 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 Mr. Brennan for expenses incurred for travel in the performance of his 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**

Mr. Brennan shall be entitled to twenty-five (25) vacation days for the 2018- 2019 school year. Mr. Brennan 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, Mr. Brennan shall be compensated for all his 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 (1/260<sup>th</sup>). 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**

Mr. Brennan 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.

Mr. Brennan 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**

Mr. Brennan 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, he 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**

Mr. Brennan 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 Mr. Brennan with full family health insurance coverage (presently Horizon Direct 20) and dental care (presently Delta Dental). Unless this benefit is waived by Mr. Brennan, he shall reimburse the Board of Education, via payroll deduction, in accordance with P.L. 2011, C. 78, as amended. If this benefit is waived, Mr. Brennan is not entitled to additional compensation. 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  
TUITION REIMBURSEMENT**

Mr. Brennan shall be reimbursed, after receiving a grade of "B" or above, for tuition for graduate education while enrolled in a doctoral program, at an accredited institution of higher education as defined in N.J.A.C. 6A:9-2.1. All courses shall be approved by the Superintendent in advance. Course work must culminate in the acquisition of a graduate degree.

**ARTICLE XIII  
CELLULAR PHONE**

Mr. Brennan shall be provided with a district cell phone for school business use.

**ARTICLE XIV  
EVALUATION**

Mr. Brennan 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 Mr. Brennan and the Superintendent and Mr. Brennan shall meet to discuss it. The evaluation shall be based upon the goals and objectives of the district, the responsibilities of the School Business Administrator/Board Secretary and such other criteria as the Commissioner of Education shall prescribe.

**ARTICLE XV  
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 XVI  
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 XVII  
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 XVIII  
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: \_\_\_\_\_  
Vito A. Nufrio, Board President

WITNESS:

\_\_\_\_\_

By: \_\_\_\_\_  
Gregory Brennan, School Business  
Administrator/Board Secretary

# SCHOOL BUSINESS ADMINISTRATOR

## Detailed Statement of Contract Costs

District: Twp of Union Public Schools

Name: Gregory Brennan

Job Title: School Business Administrator/Board Secretary

District Grade Span: K-12

On Roll Students as of 10-13-17 - 7179

	2017-2018	2018-2019	Difference	% Inc
<b>Salary</b>				
Salary	\$ 153,000	\$ 156,060	\$3,060	2.00%
Subcontracted Services	\$ -	\$ -		
Longevity	\$ -	\$ -		
<b>TOTAL ANNUAL SALARY</b>	<b>\$ 153,000</b>	<b>\$ 156,060</b>	<b>\$3,060</b>	<b>2.00%</b>
<b>Additional Salary</b>				
Quantitative Merit Goals	\$ -	\$ -		
Qualitative Merit Goals	\$ -	\$ -		
Additional Compensation - Describe:	\$ -	\$ -		
Total Additional Salary	\$ -	\$ -	\$0	
<b>TOTAL ANNUAL SALARY PLUS ADDITIONAL COMPENSATION</b>	<b>\$ 153,000</b>	<b>\$ 156,060</b>	<b>\$3,060</b>	<b>2.00%</b>
<b>Board Contribution for Cost of Premiums for:</b>				
Health Insurance	\$ -	\$ -		
Prescription Insurance	\$ -	\$ -		
Dental Insurance	\$ -	\$ -		
Vision Insurance	\$ -	\$ -		
Disability Insurance	\$ -	\$ -		
Other Insurance - Describe:	\$ -	\$ -		
Waiver of Benefits <b>**DO NOT RECEIVE WAIVER**</b>	\$ -	\$ -		
Section 125 Plan Reimbursements - Describe:	\$ -	\$ -		
Board Cost of Premiums	\$ -	\$ -	\$0	
Employee Contribution to Premiums as per Law	\$ -	\$ -	\$0	
<b>TOTAL HEALTH BENEFITS COMPENSATION</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$0</b>	
<b>Other Compensation</b>				
Travel and Expense Reimbursement (Estimated Annual Cost)	\$ 750	\$ 750		
Professional Development (Capped Amount or Estimated Annual Cost)	\$ 750	\$ 750		
Tuition Reimbursement	\$ 3,000	\$ 3,000		
Mentoring Expenses - Describe:	\$ -	\$ -		
National/State/County/Local/Other Dues	\$ 1,600	\$ 1,600		
Subscriptions	\$ -	\$ -		
Board Paid Cell Phone or Reimbursement for Personal Cell Phone	\$ 960	\$ 960		
Computer for Home use, including supplies, maintenance, internet	\$ -	\$ -		
Other - Describe: Professional Liability Insurance & Bond Insurance	\$ -	\$ -		
<b>TOTAL OTHER COMPENSATION</b>	<b>\$ 7,060</b>	<b>\$ 7,060</b>	<b>\$0</b>	<b>0.00%</b>
<b>Sick and Vacation Compensation</b>				
Maximum Payment for Unused Sick Leave Upon Retirement	\$ 15,000	\$ 15,000		
Maximum Payment for Unused Vacation Leave - Retirement or Separation	\$ 29,423	\$ 30,012		
<b>TOTAL UNUSED SICK AND VACATION PAYMENT</b>	<b>\$ 44,423</b>	<b>\$ 45,012</b>	<b>\$588</b>	<b>1.32%</b>
<b>TOTAL CONTRACT COST</b>	<b>\$ 204,483</b>	<b>\$ 208,132</b>	<b>\$3,648</b>	<b>1.78%</b>