

UNION COUNTY VOCATIONAL-TECHNICAL SCHOOLS

1776 Raritan Road  
Scotch Plains, NJ 07076

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**SUPERINTENDENT OF SCHOOLS  
EMPLOYMENT CONTRACT  
July 1, 2007 – June 30, 2010**

SUPERINTENDENT OF SCH.

**THIS EMPLOYMENT CONTRACT** is made and entered into this 30<sup>th</sup> day of July, 2007 by and between the *Union County Vocational-Technical Schools' Board of Education*, located at 1776 Raritan Road, in the Township of Scotch Plains, in the County of Union, and in the State of New Jersey (hereinafter the "Board"), and Thomas J. Bistocchi, whose address is 72 Gimbel Place, Ocean, NJ 07712 (hereinafter the "Superintendent").

**WITNESSETH:**

**WHEREAS**, the Board desires to provide the Superintendent 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 education program; and

**WHEREAS**, the Board and the Superintendent 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**, this agreement shall supersede any and all prior agreements between the parties;

**NOW THEREFORE**, the Board and the Superintendent, for the consideration herein specified, agree as follows:

**1. TERM**

The Board, in consideration of the promises herein contained by the Assistant Superintendent, hereby accepts employment as Superintendent of Schools for a *term commencing July 1, 2007 and ending June 30, 2010.*

**2. COMPENSATION**

<u>Year(s)</u>	<u>Salary</u>
July 1, 2007 – June 30, 2008	\$187,744
July 1, 2008 – June 30, 2009	\$197,131
July 1, 2009 – June 30, 2010	\$206,988

The annual salary shall be paid in equal installments in accordance with the policy of the Board presently prevailing, or prevailing in the future, governing the payment of professional staff members in the District.

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**3. SUPERINTENDENT CERTIFICATION AND RESPONSIBILITIES**

- a. The Superintendent shall furnish, effective throughout the life of this Contract, a valid and appropriate professional certificate as defined in the New Jersey Statutes and / or the New Jersey State Administrative Code, to act as a School Superintendent in the State of New Jersey. In the event the Superintendent's certificate is revoked, the employment agreement is null and void as of the date of said revision. The Superintendent hereby agrees to devote his full time, skill, labor, and attention to said employment during the term of this Contract.
- b. The Superintendent agrees to perform faithfully the duties of Superintendent of Schools for said District as prescribed by the Laws of the State of New Jersey, and by rules and regulations of said Board and the directives of the Board and in accordance with any amendments to said statutes, or said rules and regulations that may become effective during the period of this Contract.

The Superintendent shall organize, reorganize and arrange his supervisory staff in such a manner to best serve the highest interests of the schools (subject to any agreements entered into by the Board and the Teachers' Association and or the Leadership Association and further subject to the Board's approval). The administration of the instruction and business affairs, subject to law, shall be lodged with the Superintendent and administered by him with the assistance of his staff and the approval of the Board. The responsibility for the placement and transfer of personnel shall be vested in the Superintendent, subject to the Board's approval. The Board, individually and collectively, will promptly refer all criticisms, complaints and suggestions called to its attention to the Superintendent for study and recommendation.

**4. PROFESSIONAL GROWTH OF SUPERINTENDENT**

The Board encourages the continuing professional growth of the Superintendent through his participation as he might decide in light of his responsibilities as the Superintendent, in the following:

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**4. PROFESSIONAL GROWTH OF SUPERINTENDENT (continued)**

- a. The operations, programs, and other activities conducted or sponsored by local, state and national school administrator and / or school board associations;
- b. Seminars and courses offered by public or private educational institutions;
- c. Informational meetings with other persons whose particular skills or backgrounds would serve to provide the capacity of the Superintendent to perform his professional responsibilities for the Board;
- d. Visits to other institutions; and
- e. Other activities promoting the professional growth of the Superintendent.

In its encouragement, the Board shall permit a reasonable amount of release time for the Superintendent, as he and the Board deems appropriate, to attend such matters and the Board shall pay all necessary travel, registration and sustenance expenses.

**5. EVALUATION**

The Board shall evaluate the performance of the Superintendent at least once a year. The once a year evaluation shall be in writing, a copy shall be provided to the Superintendent and the Board shall meet to discuss the findings. However, if the Board deems necessary, other evaluations of the performance of the Superintendent may occur. The subsequent evaluations may be in writing. The evaluation shall be based upon the goals and objectives of the District, the responsibilities of the Superintendent and such other criteria as the State Board of Education shall by regulation prescribe and any other criteria which the Board may develop.

**6. BENEFITS**

**a. Health Benefits**

The Superintendent shall be entitled to receive all health benefits and participate in any health benefit program of whatever nature presently existing or may be established for the benefit of the Leadership Association. The Board shall provide husband and wife dental coverage for the Superintendent after retirement.









