



LAWRENCE TOWNSHIP PUBLIC SCHOOLS

Business Office

www.ltps.org • 2565 Princeton Pike, Lawrenceville, NJ 08648 • 609-671-5420

Tom Eldridge

Business Administrator

Board Secretary

CERTIFIED BOARD RESOLUTION

The following is an excerpt of the minutes of the Lawrence Township Board of Education meeting held on June 28, 2023.

I, Thomas Eldridge, Board Secretary, certify that the excerpt of the minutes contained in this document is a true and complete representation of actions taken by the Board of Education.

NB-18. Resolution to approve the contract for Superintendent of Schools:

WHEREAS, following a thorough and appropriate search, the Lawrence Township Board of Education ("Board") and Robyn Klim engaged in good faith negotiations for an employment contract for the position of Superintendent, which would be effective September 1, 2023 through June 30, 2028; and

WHEREAS, pursuant to N.J.S.A. 18A:7-8(j) and N.J.A.C. 6A:23A-3.1, the Board forwarded the proposed employment contract for Superintendent of Schools to the Mercer County Executive County Superintendent for approval, and received approval and notice from the Mercer County Executive County Superintendent that the Contract of Employment for Robyn Klim is in compliance with the Fiscal Accountability, Efficiency and Budgeting Regulations;

IT IS HEREBY RESOLVED that the Board approves and adopts the Contract of Employment for Robyn Klim as Superintendent, consistent with the terms and conditions set forth therein, and as approved by the Executive County Superintendent, per N.J.S.A. 18A:7-8(j) and N.J.A.C. 6A:23A-3.1. (see attached approval letter)

Items NB 18					
Members of the Board	Made	Sec.	Yes	No	Abstain
Ms. Bowes			--		
Mr. Clarke			X		
Ms. Evans			X		
Ms. Groeger	X		X		
Dr. King			--		
Mr. Pluta			--		
Ms. Santos			X		
Mr. Van Hise		X	X		
Ms. Farmer			X		
Motion carried					

Date: June 29, 2023


Thomas Eldridge
Business Administrator / Board Secretary



STATE OF NEW JERSEY
DEPARTMENT OF EDUCATION
MERCER COUNTY OFFICE
1075 OLD TRENTON ROAD
TRENTON, NJ 08690
PHONE: 609-588-5877
PHONE: 609-588-5878

PHILIP D. MURPHY
GOVERNOR

SHEILA Y. OLIVER
LI. GOVERNOR

ANGELICA ALLEN-MCMILLAN, Ed.D.
ACTING COMMISSIONER

DARYL J. MINUS-VINCENT, Ed.D.
INTERIM EXECUTIVE COUNTY
SUPERINTENDENT

June 28, 2023

Ms. Patricia Hendricks Farmer, Board President
Lawrence Township School District
2565 Princeton Pike
Lawrenceville, NJ 08534

Dear Ms. Farmer:

I have received the proposed employment contract for Robyn Klim, Superintendent, 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 effective September 1, 2023, through June 30, 2028.

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 submit a signed copy of the contract to my office upon execution.

Sincerely,

A handwritten signature in blue ink, appearing to read "Daryl J. Minus-Vincent".

Daryl J. Minus-Vincent, Ed.D.
Interim Executive County Superintendent

DJMV/ds

Cc: Richard Kilpatrick, Executive County Business Official

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EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement") is made and entered into this 28th day of June, 2023, by and between the **LAWRENCE TOWNSHIP BOARD OF EDUCATION**, in Mercer County (hereinafter referred to as "the Board"), with administrative offices located at 2565 Princeton Pike, Lawrenceville, New Jersey 08648, and **ROBYN KLIM** (hereinafter referred to as "Mrs. Klim" or "the Superintendent"), residing in the State of New Jersey.

WITNESSETH:

THIS AGREEMENT replaces and supersedes all prior Employment Contracts and/or Agreements between the parties, hereto effective September 1, 2023. Signature of this Agreement constitutes assent to a rescission of any and all prior contracts, as well as agreement to the terms herein, as of the effective date of this Agreement;

WHEREAS, the Board is a body politic and corporate, organized and existing by virtue of the laws of the State of New Jersey, N.J.S.A. 18A:11-1, which is entrusted with maintaining and conducting the public schools of Lawrence Township; and

WHEREAS, the Board desires to employ, and has approved the employment of, Mrs. Klim, subject to the approval of the Mercer County Executive County Superintendent.

WHEREAS, the Board desires to provide the Superintendent with this 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 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 . 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 Robyn Klim as Superintendent of Schools for the period of September 1, 2023 through June 30, 2028. The parties acknowledge that this Agreement must be approved by the Executive County Superintendent for Mercer County in accordance with applicable law and regulation.

ARTICLE II
CERTIFICATION

The parties acknowledge that the Superintendent currently possesses the appropriate New Jersey administrative certification and school administrator endorsement. If, at any time during the term of this Agreement, the Superintendent's certification(s) is revoked, this Agreement shall be null and void as of the date of the revocation.

ARTICLE III
DUTIES

In consideration of the employment, salary and fringe benefits established hereby, the Superintendent and the Board hereby agree 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. The specific job description adopted by the Board,

applicable to the position of Superintendent of Schools, is incorporated by reference into this Agreement.

B. To devote the Superintendent's full time, skills, labor, and attention to this employment during the term of this Agreement. Notwithstanding this provision, the Board acknowledges and agrees that the Superintendent may engage in lecturing and/or serve as an adjunct professor so long as these activities do not substantially interfere with her duties as Superintendent.

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 her. The Superintendent shall have the right to contact the Board's attorney for legal assistance as the need arises in carrying out her official 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'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 is generally expected to

attend all regular and special Board and committee meetings (except where a *Rice* notice has been served upon the Superintendent notifying her that her employment will be discussed in closed session, and the Superintendent had not requested that the meeting be conducted in public, or where the Superintendent has a conflict of interest), and all committee meetings thereof, and shall serve as an advisor to the Board and said committees on all matters affecting the school district. Where the Superintendent has received a *Rice* notice and has opted to have the discussion in executive session, she shall have the right to address the board in executive session and bring an attorney to represent her. In the event of an emergency, counsel availability shall not delay such meeting.

It is also understood, however, that the Superintendent's attendance at meetings may not always be possible, and in such instances, she shall delegate this duty to a qualified administrator. The Superintendent, directly or through her delegate, shall provide advice and recommendations to the Board on all matters before it.

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 such other duties as may be prescribed by the Board from time to time. The Board shall not substantially increase the duties of the Superintendent by assigning her 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 Agreement and such addendum has been approved by the Executive County Superintendent. The Superintendent shall, at all times, adhere to all applicable federal and state statutes, rules, regulations, and executive orders, as well as district policies and regulations, and where she is

uncertain as to the interpretation of same, she shall be permitted to seek and rely upon the advice of the board attorney.

ARTICLE IV **SALARY AND BENEFITS**

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

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

(a) Salary. The Board shall pay the Superintendent an annual salary of TWO HUNDRED AND TWENTY THOUSAND DOLLARS (\$220,000), pro-rated, for the 2023-2024 school year. On July 1, 2024 and each July 1 thereafter, the Superintendent shall receive a three percent (3%) increase in her annual salary. The Superintendent shall receive her salary in accordance with the schedule of salary payments in effect for other certified employees and the Board will make all necessary payroll withholdings, including making pension contributions and taking benefit contributions as per current state regulations towards the Superintendent's health insurance provided by the Board.

2. No Salary Reductions. The Superintendent's salary shall not be reduced during the term of this Agreement, except in accordance with N.J.S.A. 18A:17-20.2.

3. Salary During Extension. Notwithstanding the foregoing, no salary increase of any kind will take effect on or after July 1, 2028, unless the parties have agreed to a contract extension and that extension has been approved by the Executive County Superintendent. The terms of the extension will govern all increases to take effect after July 1, 2028. Any renewal, extension, or modification of this Agreement shall comply

with the notice provisions of N.J.S.A. 18A:11-11 and N.J.A.C. 6A:23A-3.1, *et seq*, as they exist as of the effective date of this Agreement.

B. Sick Leave, Vacation, Holidays and Personal Days

1. Sick Leave.

(a) The Superintendent shall receive thirteen (13) sick days annually. Unused sick leave days shall be cumulative in accordance with the provisions of Title 18A. Upon retirement from the District under a State-administered retirement system, the Board shall pay the Superintendent for all of her unused accumulated sick days at the rate of 1/260 of her final salary, subject to a maximum payment of \$15,000. Payment for the Superintendent's unused, accumulated sick leave shall be made by the Board within sixty (60) days of her last day of employment and shall be consistent with the law in effect at the time this Agreement is signed. The parties acknowledge that as of the date of this agreement, the Superintendent accrued 5.5 sick days in the District from her previous service which shall accumulate with any that accrue, hereafter.

(b) The Board shall grant the Superintendent a Sick Leave Bank, of thirty (30) sick days for use in the event of a catastrophic illness or injury. "Catastrophic Illness or Injury" shall be defined as a serious illness, injury, life condition, impairment or physical or mental condition, or event, present for a minimum of thirty (30) consecutive calendar days which poses an immediate or potential threat to a person's life. The Board may waive the minimum absence requirement, where circumstances are appropriate.

The Sick Leave Bank days shall be available only to the Superintendent when she has exhausted all earned and accumulated leave time (e.g. vacation, sick, personal days).

Leave days under the Sick Leave Bank are not eligible for payout and/or accrual upon retirement. The Board shall make all decisions with regard to the Sick Bank.

2. Vacation.

(a) The Superintendent shall be entitled to twenty-five (25) paid vacation days for each full fiscal year of employment, and pro-rata for less than a year. For bookkeeping purposes, vacation days for the entire year are credited as of July 1st, the start of the fiscal year, and shall be available for use as of July 1st, but are only earned on a pro-rata basis. In the event the Superintendent resigns or retires prior to the completion of the fiscal year, the number of vacation days shall be adjusted downward to reflect the partial years' service. The parties acknowledge that as of the date of this agreement, the Superintendent accrued 7 vacation days in the District, which shall accumulate with any that accrue, hereafter.

(b) The Superintendent agrees to schedule her vacation days so as to minimize interference with her primary responsibilities to directly administer the school district.

(c) Vacation days must generally be taken during the year earned; provided, however, to the extent the business demands of the district prevent the Superintendent from using all of her vacation days, the Superintendent may carry over unused vacation days into the next school year. Except in the case of the Superintendent's separation from service, in the event the Superintendent fails to use the carry-over days in the next succeeding year, they shall be forfeited. The total number of vacation days being carried by the Superintendent at any time, including current and carried days, may not exceed fifty (50) days.

(d) Upon separation from employment, the Board shall compensate the Superintendent for her unused accumulated vacation days. Payment for unused accumulated vacation days shall be at her then current per diem rate of pay (defined as

1/260th of then annual base salary) times the number of unused days. The Board shall make any such payment within thirty (30) days of her last day of employment. In the event of the Superintendent's death during the term of this Agreement, compensation for unused vacation days under this paragraph shall be payable to her estate.

Vacation leave not taken in a given year because of duties directly related to a state of emergency declared by the Governor may accumulate at the written approval of the Board until, pursuant to a plan established by the Board and the Superintendent, the leave is used or the Superintendent is compensated for that leave.

3. Holidays. The Superintendent shall receive not less than fifteen (15) holidays as listed in the District's annual holiday schedule for twelve (12) month employees.

4. Personal Leave. The Superintendent shall be entitled to take up to five (5) personal days per year with pay for personal business which cannot be taken care of outside of normal business hours.

5. Family Illness. The Superintendent shall be entitled to up to three (3) days per year with pay for the illness of an immediate family member. Immediate family shall include spouse, civil union partner, children, mother, father, brother, sister, mother-in-law, father-in-law or any member of the Superintendent's immediate household.

6. Bereavement Leave. The Superintendent shall be entitled to up to five (5) days leave with pay per occurrence for a death in the immediate family and up to three (3) days for other close relatives. "Immediate family" shall be defined the same as in subparagraph 5 above. "Other relative" shall include aunt, uncle, sister-in-law, brother-in-law, grandmother, grandfather, grandmother-in-law, grandfather-in-law, son-in-law, daughter-in-law.

7. Records of Leave Days. The Superintendent shall promptly file time-off slips with the Board Secretary for all sick leave, vacation, personal leave, family illness and bereavement leave days. Such records shall remain in the custody of the Board Secretary.

C. Health Benefits Insurance.

1. The Superintendent shall contribute towards the cost of her health insurance premiums in accordance with relevant law. In no case shall the Superintendent pay less than the 1.5% of base salary in accordance with N.J.S.A. 18A:16-17 (P.L. 1979, c. 391). The contribution shall be paid by the Superintendent through payroll deduction.

The Superintendent may waive coverage in any of the health benefits plans if covered through a spouse, civil union or domestic partner's health plan, and in accordance with procedures established by the Board. The Superintendent will be paid the lesser of (twenty-five percent) 25% or (Five Thousand Dollars) \$5,000 of the savings for waiving such coverage.

2. Medical Insurance Coverage. Subject to required employee contributions and the terms and conditions of the plan, the Board shall provide the Superintendent and her eligible dependents with coverage at Board expense in the District's group medical insurance plan, which may be amended at the Board's discretion.

3. Prescription Plan. Subject to required employee contributions for dependent coverage and the terms and conditions of the plan, the Board shall provide the Superintendent and her eligible dependents with coverage in the District's group prescription plan, which may be amended at the Board's discretion. Co-pays for prescriptions shall be \$10 generic/\$15 brand name and two times the applicable co-pay for mail order (\$20 generic/\$30 brand name).

4. Dental Insurance. Subject to required employee contributions and the terms and conditions of the plan, the Board shall provide the Superintendent and her eligible dependents with coverage in the District's group dental insurance plan, which may be amended at the Board's discretion. The plan shall have a calendar year annual deductible of \$100 individual/\$200 maximum per family, which shall be waived for preventive services.

5. Vision Plan. Subject to required employee contributions and the terms and conditions of the plan, the Board shall provide the Superintendent and her eligible dependents with coverage in the District's group vision insurance plan, which may be amended at the Board's discretion.

6. Definition of "eligible dependents." For purpose of Subparagraphs 3, 4 and 5 above, the term "eligible dependents" shall be defined in accordance with applicable laws and/or regulations and in accordance with the plan documents for the District's group medical, prescription, dental and vision plans, which may be amended at the Board's discretion.

7. Other. The Superintendent will continue to receive the other district sponsored insurance protection she currently receives, including Long Term Care and Life Insurance, and may take part in other district sponsored group insurance plans not covered herein, but at the Superintendent's own cost.

D. Professional Growth; Employee Expenses; Professional Memberships and Associations; Laptop and Mobile Device

1. Professional Time and Development. The parties recognize that the opportunity for professional growth is mutually beneficial to the school district and the Superintendent. In recognition thereof, the parties agree that the Superintendent may spend

working days per year as an attendee or participant at professional meetings, institutes, conventions, or courses. At a minimum, the Superintendent shall be permitted to attend three state conferences annually. Such working days shall be deemed "professional time" and shall be subject to the following:

(a) Professional time shall not be taken to the extent it interferes with the Superintendent's primary responsibility to directly administer the school district. The Superintendent shall use her discretion in this regard. The Board reserves the right to review the exercise of such discretion in the context of its periodic evaluations of the Superintendent in this regard.

(b) The Superintendent shall give prior notice to the Board President of any overnight trips for such purposes, and shall periodically report to the Board regarding all meetings, institutes, conventions or courses attended or conducted, whether involving an overnight trip or not.

(c) The Board agrees to pay the cost of such professional development meetings, institutes, conventions, courses, and subscriptions; provided, however that (1) the maximum budget for professional development for any school year for Mrs. Klim shall not exceed \$7,500 and (2) all payments are in accordance with procedures and limitations required by any applicable state regulations or statutes, Board policy, and as annually established by the Annual Appropriations Act or the New Jersey Office of Management and Budget.

2. Expense Reimbursement. The Board agrees to reimburse Mrs. Klim for reasonable expenses incurred in connection with all Board business, including professional development conferences as provided in subparagraph E.1.(c) above, but only to the extent permitted and in accordance with procedures required by any applicable state regulations

or statutes, Board policy, and OMB Circulars. As a condition of entitlement to reimbursement, it shall be the Superintendent's responsibility to ensure that she and the Board comply fully with all such statutes, regulations and circulars. Mileage reimbursement for official Board business shall be at the prevailing state rate.

3. Professional Memberships. Mrs. Klim may maintain memberships in such professional associations which in her judgment will aid her own professional development as Superintendent. The Board agrees to pay the membership fees therefor, subject to the maximum set forth in the budget, to the following organizations: New Jersey Association of School Administrators ("NJASA"), American Association of School Administrators, the Mercer County Round Table and the Association of Supervision and Curriculum. The budget amount for any year shall not be less than the actual dues for such organizations during the 2023-2024 school year.

4. Technology. The Board shall provide The Superintendent with reasonable and customary technology, including a laptop computer, copiers, regular phone, internet, wifi jet-pack, email, etc., for her use while working at the office or at home. The Board shall be responsible for maintaining and servicing said technology. The Superintendent shall be permitted to utilize these devices for reasonable personal use.

5. Tuition Reimbursement. The Board shall reimburse the Superintendent for tuition costs incurred for graduate-level courses at an accredited institution of higher education that are part of a formal program of studies leading to the awarding of a Doctoral Degree in an area or discipline judged to be of benefit to the Board. The Superintendent shall seek written Board approval prior to enrolling in any graduate course of study.

E. Disability Insurance

The Board shall provide disability insurance coverage for the Superintendent. The Board shall continue such coverage during the life of this Agreement. The plan shall provide a benefit of 66 2/3 replacement with a maximum monthly benefit of \$6000, a 90-day elimination period, with "own occupation" coverage until age 65. The Superintendent shall contribute 5% toward the premium for this coverage.

ARTICLE V

ANNUAL EVALUATION

A. Within ninety (90) days of the execution of this Employment Agreement, the parties shall meet to establish the district's goals and objectives for the ensuing school year, along with performance objectives and merit bonus criteria (if any) for the Superintendent. All such goals, objectives and criteria shall be reduced to writing and shall be among the criteria by which the Superintendent is evaluated, as hereinafter provided. Prior to August 1st of each succeeding school year, the parties will meet to establish the district's goals and objectives, along with performance objectives and merit bonus criteria for the next succeeding school year, in the same manner and with the same effect as heretofore described. Merit bonus criteria are subject to Executive County Superintendent approval in accordance with state regulations and Article IV, paragraph B above.

B. The Board shall evaluate the performance of the Superintendent at least once a year, on or before June 30th, in accordance with statutes, regulations and Board policy relating to Superintendent evaluation. Each annual evaluation shall be in writing and shall represent a majority of the full membership of the Board. A copy of the evaluation shall be provided to the Superintendent, and the Superintendent and the Board shall meet to discuss the findings. The evaluation copy shall be provided to the Superintendent at least two days prior to the evaluation meeting. The Board may meet in closed session to discuss the evaluation and the Superintendent's performance where a Rice notice has been served upon the Superintendent, giving notice that the

Superintendent's employment will be discussed in closed session, and the Superintendent has not requested that the meeting be conducted in public.

C. In the event that the Board determines that the performance of the Superintendent 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 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 Agreement, the Superintendent 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 parties also agree that the Board shall not hold any discussions or take any adverse action regarding the Superintendent's employment unless the Superintendent is given written notice at least 48 hours in advance and is given the opportunity to address the Board in closed session with a representative. In the event of an emergency counsel/representative availability will not delay such meeting. In addition, the Board shall not hold any discussions with regard to the Superintendent's performance, or that may adversely affect the Superintendent's employment, in public session, unless the Superintendent requests that such discussions be held in public session, pursuant to the Open Public Meetings Act.

ARTICLE VI

TERMINATION OF EMPLOYMENT AGREEMENT

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

- (1) Failure to possess/obtain proper certification;

- (2) Revocation or suspension of the Superintendent's certificate, in which case this 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, by January 31, 2028, of the Board's intent not to renew this Contract Any action by the Board to non-renew the Superintendent's employment shall be done by an affirmative vote of the majority of the full membership of the Board; or
- (6) Material misrepresentation of employment history, educational and/or professional credentials relating to her position as a certificated educator, or of his criminal background, subject to N.J.S.A. 18A:6-10.

B. In the event the Superintendent 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, unless the Board certifies contractual tenure charges.

C. Nothing in this Agreement shall affect the Board's rights with regard to suspension under N.J.S.A. 18A:6-8.3 and applicable case law as they exist as of the effective date of this Agreement.

D. The Superintendent may terminate this Employment Agreement upon at least one hundred twenty (120) calendar days written notice to the Board, filed with the Board Secretary, of her intention to resign. The Board, in its sole discretion, may approve a resignation on shorter notice.

E. The Superintendent shall not be dismissed or reduced in compensation during the term of this Agreement, except as authorized by paragraphs B. and C., *supra*, and N.J.S.A. 18A:17-20.2, provided however that the Board shall have the authority to relieve the Superintendent of the performance of her duties in accordance with N.J.S.A. 18A:27-9, so long as it continues to pay her 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 Agreement shall automatically renew for a term of four years, expiring June 30, 2032, unless either of the following occurs:

A. The Board by contract reappoints the Superintendent for a different term allowable by law; or

B. the Board notifies the Superintendent in writing, prior to January 31, 2028, that she will not be reappointed at the end of the current term, in which case her employment shall cease upon the expiration of this Agreement. Any action by the Board to non-renew the Superintendent's employment shall be done by an affirmative vote of the majority of the full membership of the Board.

ARTICLE VIII **PROFESSIONAL LIABILITY**

The Board agrees that it shall defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in her individual capacity or in her official capacity as agent and/or employee of the Board, provided the incident, which is the subject of any such demand, claim, suit, action or

legal proceeding, arose while the Superintendent was acting within the scope of her employment. If, in the good faith opinion of the Superintendent, a legal/ethical conflict exists in regard to the defense of any claim, demand or action brought against him/her, and the position of the Board in relation thereto, the Superintendent may engage her own legal counsel. In such event, and subject to the written approval of the Board, the Board shall indemnify the Superintendent for the reasonable costs of her legal defense. The Board further agrees to cover the Superintendent under the Board's liability insurance policies, including employment practices liability coverage.

ARTICLE IX
COMPLETE AGREEMENT

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

ARTICLE X
SAVINGS AND CONFLICTS CLAUSE

If, during the term of this Agreement, it is found that a specific clause of the Agreement is illegal under federal or state law, the remainder of the Employment Agreement 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 Agreement and the provisions of the Board's policies or any permissive federal or State law, the terms of this Employment Agreement shall take precedence over the contrary provisions of the Board's policies or any such permissive law, unless otherwise prohibited by law.

ARTICLE XI
RELEASE OF PERSONNEL INFORMATION
PERSONNEL RECORDS

The Superintendent shall have the right, upon request, to review the contents of her personnel file and to receive copies at Board expense of any documents contained therein. She shall be entitled to have a representative accompany her during such review. At least once every

year, the Superintendent shall have the right to indicate those documents and/or other materials in her file that she believes to be obsolete or otherwise inappropriate to retain; and, upon final approval of the Board, such documents identified by her shall be destroyed.

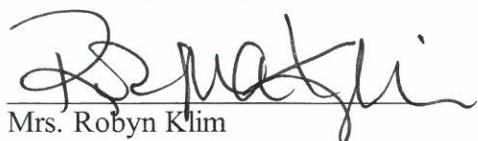
No material derogatory to the Superintendent's conduct, service, character, or personality shall be placed in her personnel file unless she has had an opportunity to review the material. The Superintendent shall acknowledge that she has had the opportunity to review such material by affixing her signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The Superintendent shall also have the right to submit a written answer to such material.

OPPORTUNITY TO CONSULT WITH COUNSEL

The Parties acknowledge that each has been given the opportunity to consult with an attorney or a representative of their own choosing with respect to this Agreement and reviewed with their attorney or representative all the terms and conditions of this Agreement prior to executing this Agreement. The Parties also represent that they were satisfied with any legal advice received and/or provided. Each Party signs this Agreement freely and voluntarily and without coercion or duress. The Parties further acknowledge that they fully understand the duties and obligations enumerated herein and have been informed of their legal rights and obligations.

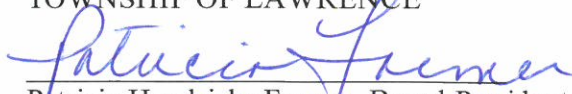
IN WITNESS WHEREOF, the parties have set their hands and seals to this Employment Agreement effective on the day and year first above written.

SUPERINTENDENT


Mrs. Robyn Klim

Date: 6/28/23

BOARD OF EDUCATION OF THE
TOWNSHIP OF LAWRENCE

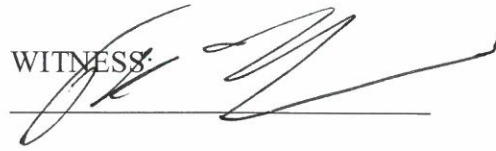

Patricia Hendricks Farmer, Board President

Date: 6-28-23

WITNESS:



WITNESS:



SUPERINTENDENT

Detailed Statement of Contract Costs

District: Lawrence Township Board of Education
 Name: Robyn Klim
 Job Title: Superintendent
 District Grade Span: PreK-12
 On Roll Students projected at 10/15/22

	3648						
	Pro-rated	Annualized					
	Year 1	Year 1	Year 2	Year 3	Year 4	Year 5	
	2023-2024	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	
Contract Term:							
Salary							
Salary (Year 2, 3% Inc calc on base contract \$220,000)	\$ 187,500	\$ 225,000	\$ 231,750	\$ 238,703	\$ 245,864	\$ 253,239	
Total Annual Salary	\$ 187,500	\$ 225,000	\$ 231,750	\$ 238,703	\$ 245,864	\$ 253,239	
Additional Salary							
Quantitative Merit Goals	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Qualitative Merit Goals	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Additional Compensation - Describe:	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Total Additional Salary	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Total Annual Salary plus Additional Salary	\$ 187,500	\$ 225,000	\$ 231,750	\$ 238,703	\$ 245,864	\$ 253,239	
Total Premium for: (5% Increase each year 2-5)							
Medical Insurance	\$ 25,130	\$ 30,156	\$ 31,664	\$ 33,247	\$ 34,909	\$ 36,655	
Prescription Insurance	\$ 4,900	\$ 5,880	\$ 6,174	\$ 6,483	\$ 6,807	\$ 7,147	
Dental Insurance	\$ 1,251	\$ 1,501	\$ 1,576	\$ 1,655	\$ 1,738	\$ 1,824	
Vision	\$ 93	\$ 111	\$ 117	\$ 122	\$ 128	\$ 135	
Long Term Care: No employee contribution	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Life Insurance: No employee contribution	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Disability: 5% contribution	\$ 234	\$ 281	\$ 295	\$ 310	\$ 325	\$ 342	
Total Cost of Premiums	\$ 31,608	\$ 37,929	\$ 39,825	\$ 41,817	\$ 43,908	\$ 46,103	
Less Chapter 44 Employee Contribution to Medical and Rx	\$ (7,500)	\$ (9,000)	\$ (9,000)	\$ (9,000)	\$ (9,000)	\$ (9,000)	
Less Chapter 78 Employee Contribution to Dental and Vision	\$ (470)	\$ (564)	\$ (592)	\$ (622)	\$ (653)	\$ (686)	
Less Contract contribution to Disability (Not LTC or Life)	\$ (12)	\$ (14)	\$ (15)	\$ (15)	\$ (16)	\$ (17)	
Total Employee Health Benefit Compensation	\$ 23,626	\$ 28,351	\$ 30,218	\$ 32,179	\$ 34,238	\$ 36,400	
Other Compensation							
Travel and Expense Reimbursement (Capped Amount or Estimated Annual Cost)	\$ 1,250	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	
Professional Development	\$ 6,250	\$ 7,500	\$ 7,500	\$ 7,500	\$ 7,500	\$ 7,500	
Professional Development & Membership: (NJASA, American Association of School Administrators, New Jersey Network of Superintendents, League of Innovative Schools, County Road Table, Association of Supervision & Curriculum)	\$ 4,624	\$ 5,549	\$ 5,690	\$ 5,773	\$ 5,859	\$ 5,948	
Board Paid Cell Phone	\$ 417	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	
Other - Describe: Computer	\$ 1,250	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	
Total Other Compensation	\$ 13,791	\$ 16,549	\$ 16,690	\$ 16,773	\$ 16,859	\$ 16,948	
Sick and Vacation Compensation							
Maximum Payment for Unused Sick Leave Upon Retirement	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	
Maximum Payment for Unused Vacation Leave - Retirement or Separation (Assumption of Max at 50 vacation days Year 2-5)	\$ 24,231	\$ 27,692	\$ 44,567	\$ 45,904	\$ 47,281	\$ 48,700	
Total Sick and Vacation Compensation	\$ 39,231	\$ 42,692	\$ 59,567	\$ 60,904	\$ 62,281	\$ 63,700	
TOTAL CONTRACT COSTS	\$ 264,147	\$ 312,592	\$ 338,226	\$ 348,559	\$ 359,243	\$ 370,287	

Welcome to NJEdCert

New Jersey Educator Certification

Create Case

This is what we found for Robyn A Klim - Tracking Number (00535938) - TCIS Tracking Number (535938) - Email Address (raklim@comcast.net)

Licenses						
License ...	Category	Record Ty...	Endorsement Title	Endorsement Code	Type	Status
00727478	Administrative	Certificate	School Administrator	0101	CE	Active
00727479	Administrative	Certificate	Principal	0299	CE	Active
01500531	Educational Services	Certificate	School Social Worker	3200	Standard	Active
01500532	Administrative	Certificate	Principal	0200	Standard	Active
01500533	Administrative	Certificate	Supervisor	0106	Standard	Active
01620236	Administrative	Certificate	School Administrator	0101	Standard	Active
01280804	Administrative	Provisional	Principal	0299	CE	Inactive
01280805	Administrative	Provisional	Principal	0200	CE	Inactive
01280806	Administrative	Provisional	Principal	0200	CE	Inactive
01280807	Administrative	Provisional	School Administrator	0101	CE	Inactive

(required) Cases

Empty Table

(required) Applications

Empty Table

(required) EPP Nominations

Empty Table

The District Code List can be found here: <https://homeroom5.doe.state.nj.us/directory/districtDL.php> (<https://homeroom5.doe.state.nj.us/directory/districtDL.php>)

Lawrence Township Public Schools School Calendar 2023-2024

BOE APPROVED 02-08-2023

JULY 2023				
M	T	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

AUGUST 2023				
M	T	W	Th	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23 NSO	24 NSO	25
28	29 NSO	30 NSO	31	

SEPTEMBER 2023 17				
M	T	W	Th	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

OCTOBER 2023 21				
M	T	W	Th	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

NOVEMBER 2023 17				
M	T	W	Th	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

DECEMBER 2023 16				
M	T	W	Th	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

JANUARY 2024 21				
M	T	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

FEBRUARY 2024 19				
M	T	W	Th	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	

MARCH 2024 16				
M	T	W	Th	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

APRIL 2024 20				
M	T	W	Th	F
1	2*	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

MAY 2024 20				
M	T	W	Th	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23*	24*
27	28	29	30	31

JUNE 2024 14				
M	T	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

This Calendar reflects 181 school days for students and 186 work days for teachers

JULY

3-4 Fourth of July (District Closed)

AUGUST

23,24,29,30 New Staff Orientation

SEPTEMBER

1 Professional Development Day (no students) (Schools Closed)
 4 Labor Day (Schools Closed)
 5 Professional Development Day (no students) (Schools Closed)
 6 First Day for all Students(K-12) Full Day
 25 Yom Kippur (Schools Closed)

OCTOBER

9 Professional Development Day (no students) (Schools Closed)

NOVEMBER

8 Professional Development Day (no students) (Schools Closed)
 9-10 NJEA Convention (Schools Closed)
 16-17 K-8 Early Dismissal Conferences (Students Only)
 20-21 K-12 Early Dismissal Conferences (Students Only)
 22 Early Dismissal (Staff & Students)
 23-24 Thanksgiving Recess (Schools Closed)

DECEMBER

22 Early Dismissal (Staff & Students)
 25-29 Winter Recess (Schools Closed)

JANUARY

1 New Year's Day (Schools Closed)
 12 In-Service Day (Early dismissal students only)
 15 Martin Luther King Jr. Day (Schools Closed)

FEBRUARY

16 Professional Development Day (no students) (Schools Closed)
 19 Presidents' Day (Schools Closed)

MARCH

15 In-Service Day (Early dismissal students only)
 25-29 Spring Recess (Schools Closed)

APRIL

1 Spring Recess (Schools Closed)
 2 Emergency Closing Day* If needed—see chart below
 17 K-12 Early Dismissal Conferences (Students Only)
 18-19 K-8 Early Dismissal Conferences (Students Only)

MAY

23 Emergency Closing Day* If needed—see chart below
 24 Emergency Closing Day* If needed—see chart below
 27 Memorial Day (Schools Closed)

JUNE

20 Last Day for Students, Early Dismissal (Students Only)
 21 Juneteenth Observed (District Closed)

*EMERGENCY CLOSING DATES

Tentative Last Day of School is June 20th

Emergency Closing Days Make Up Day—School in Session If Day Not Used

1st 4/02/24 (No School—10 month staff)
 2nd 5/23/24 (No School—10 month staff)
 3rd 5/24/24 (No School—10 month staff)

CODES	
	First Day of School—Full Day
	Schools Closed
	Professional Development Day (Schools Closed)
	In-Service Day (Early Dismissal K-12)
	Conferences (Early Dismissal K-12)
	Conferences (Early Dismissal K-8)
	Early Dismissal (Staff & Students)
	Early Dismissal (Students Only)
	Tentative Emergency Closing Days—May be adjusted
	New Staff Orientation

END OF QUARTER MARKING PERIODS: November (7) (43 days), January (31) (49 days), April (12) (43 days), and June (20) (46 days)

END OF TRIMESTER MARKING PERIODS : December 8th (61 days), March 20th (64 days), June 20th (56 days)