



Rutgers Business School  
Newark and New Brunswick

Center for Supply Chain Management  
Rutgers Business School  
One Washington Park  
Newark, NJ 07102-3122

<http://scm.rutgers.edu>  
[cscm@business.rutgers.edu](mailto:cscm@business.rutgers.edu)  
(973) 353-1218  
Fax (973) 353-1165

**The Rutgers Supply Chain Education Partnership Program**  
**(For New Jersey High School Students)**  
**2023 Application**

If you have any questions about completing this form, please contact Ingrid Belle at [ibelle@business.rutgers.edu](mailto:ibelle@business.rutgers.edu) or 973-353-1218.

**SEND ALL APPLICATION MATERIALS TO:**

Ingrid Belle  
Center for Supply Chain Management  
Rutgers Business School-Newark  
1 Washington Park, Room 952  
Newark, NJ 07102

EMAIL: [ibelle@business.rutgers.edu](mailto:ibelle@business.rutgers.edu)

**Timeline Information**

May 30: Application Due

June 5: Notification Date

June 26—June 30: Class

**GENERAL INFORMATION**

**Applicant Information**

Full Name: \_\_\_\_\_ Date of Birth: \_\_\_\_\_  
*Last First M.I.*

Address: \_\_\_\_\_  
*Street Address Apartment/Unit #*

\_\_\_\_\_  
*City State ZIP Code*

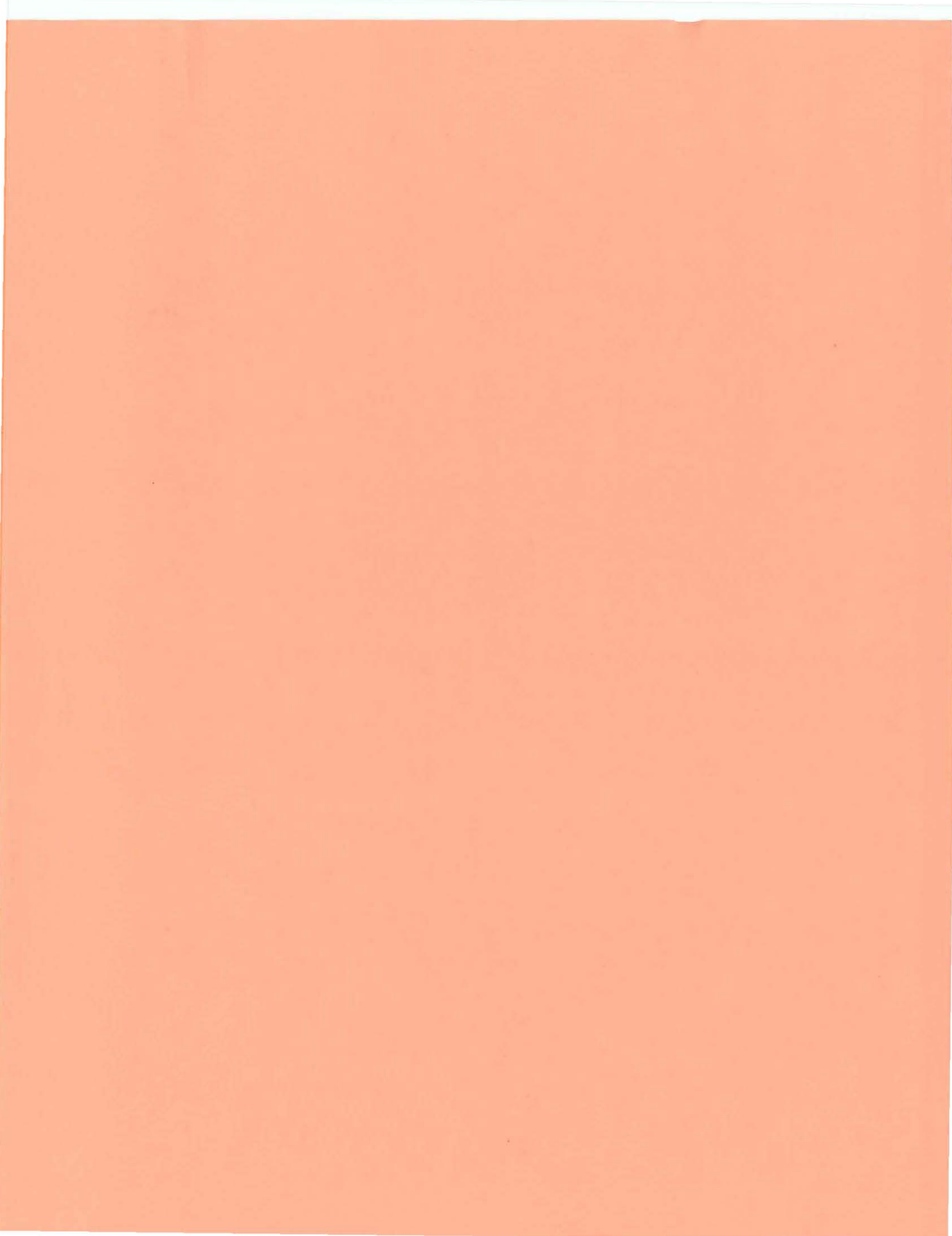
Phone: \_\_\_\_\_ Email: \_\_\_\_\_

High School: \_\_\_\_\_

Parent/Guardian Name: \_\_\_\_\_

Cell \_\_\_\_\_ Work \_\_\_\_\_  
Phone: \_\_\_\_\_ Phone: \_\_\_\_\_

Ethnicity (optional): \_\_\_\_\_



**J4 PASS 2 ASSIST  
FOUNDATION INC.**



## THE J4 STORY

The Jersey 4 is a true story about courage and survival that began when the dreams of four young college basketball players Danny Reyes, Jarmaine Grant, Rayshawn Brown and Keshon Moore, were suddenly shattered in a hail of bullets on April 23, 1998. Danny Reyes was a burgeoning college basketball star when he set off on a road trip in a rented minivan with Jermaine Grant, Keshon Moore, and Rayshawn Brown. The four were intending to go from New York to a North Carolina basketball clinic, where college recruiters would evaluate them as prospects, but they never made it passed the New Jersey Turnpike.

Without just cause or provocation, two New Jersey state troopers pulled them over and fired 13 shots into the van, seriously injuring three of the boys. Publicly humiliated and fighting for their lives, the Four's journey for justice had begun. Enlisting the help of attorney David Ironman, Al Sharpton, Johnny Cochran and The U. S. House of Representatives, the boys fought for justice. Together they broke open one of the largest racial profiling cases in American history.

## MISSION

For the past 20 years the (Jersey4) have been actively committed to social justice work and community charity work. They have worked with major non-profit organizations in the Tri-State Area. JERSEY4 PROGRAMS Empowering Youth thru Mentoring, Training & Education. Neighborhood Outreach & Goodwill Ambassadors for Social Justice & Equality.

EMPOWERING Youth Thru Mentoring & Serving the youth throughout the tri-state area.

The youth in our program are referred by parents/guardians, teachers, counselors, and coaches. Some are targeted youth "at risk," meaning they may be facing problems at home with their families, struggling at school, or have issues with their peers or in their communities.

These young people are between the ages 8-17 that need a positive, supportive adult in their lives.

Volunteer mentors serve as confidants and role models; making a real difference in a young person's self-esteem, ability to communicate, and decision-making skills.

Training the fundamentals of basketball and proper conditioning and development of understanding and excelling in the game of basketball.

ENLIGHTEN! Speaking Engagements

The Jersey 4 principals; Danny Reyes, Jarmaine Grant, Rayshawn Brown and Keshon Moore are the examples of strength, growth, perseverance and survival that many different groups must see to appreciate. They will tour schools, conferences, community events and various camps, sharing their experience and knowledge, while lending their ear to the audience's cares and concerns. Topics shall include, but are not limited to: racism, respect, gender equality, power struggles, peer pressure, and the importance of good grades, etc...

IMPACT! Neighborhood Outreach Through IMPACT!



## OBJECTIVES

Pass 2 assist foundation continues its community relations efforts through the Holidays by assisting families in Harlem NYC donating food and toys one week before Christmas.

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- Pass 2 Assist Foundation initiative will combat hunger and assist families in need, as well as positioned our brand as socially conscious and responsible leaders.
- Help combat hunger and assist local families in need, struggling to make ends meet and
- provide a warm memorable Holiday Season.
- Position Pass 2 Assist and its synergistic partners as socially
- responsible business leaders and community partners.
- Generate press coverage within local, lifestyle, non-traditional press outlets.



## TOOLS

- Developed and distributed press materials announcing the community based initiative inviting local community members and consumers to donate/drop-off non-perishable items
- Post-event photo posting on social sites

## TOOLS & TACTICS



- TACTICS
- Partnered with local businesses to help collect non-perishable donations
- In-store food drive
- Provided participating consumers access to exclusive discounts
- Celebrity event day meet and greets
- Integrated sponsor branding and messaging within the "Holiday Blessings Family Food & Toy Drive " Meal Bags
- Provided onsite event branding



## J4 PASS 2 ASSIST FOUNDATION BACK TO SCHOOL GIVE BACK ..

- ▶ TO SUPPORT AND SPONSOR
  - ▶ MONETARY DONATION:
  - ▶ CHECK MADE OUT TO **J4 PASS**
  - ▶ **2 ASSIST FOUNDATION INC.**
- OR VISIT [WWW.PASS2ASSIST.ORG](http://WWW.PASS2ASSIST.ORG)
- ▶ OR YOU CAN DONATE ANY SCHOOL SUPPLIES.
  - ▶ THANK YOU!



## CONTACT INFORMATION

- J4 Pass 2 Assist Foundation inc

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- Danny Reyes
- President ,
- 917.773.4131
- DREYES@PASS2ASSIST.ORG
- All Sponsorship Donations are tax-exempt. Donors can deduct contributions they make under IRC Section 170.
- Payments can be made out to
- J4 Pass 2 Assist Foundation
- EIN # 85-4361137

INVOICE

Pass 2 Assist Foundation  
305 Palisade Ave, apt 410  
Cliffside Park, NJ 07010

dreyes@pass2assist.org  
+1 (917) 733-4131



Hillside Board of Education

Bill to  
Hillside Board of Education  
195 Virginia Street | Hillside, NJ  
07205

Invoice details  
Invoice no.: 1002  
Terms: Net 30  
Invoice date: 06/21/2023  
Due date: 08/21/2023

Product or service		Amount
1.	Charitable Contribution Pass 2 Assist Youth Basketball Camp Hillside	\$6,000.00
2.	Services 1 x	\$0.00
3.	Pass 2 Assist Youth Basketball Camp Hillside	\$0.00

Total \$6,000.00

Ways to pay



## **HILLSIDE PUBLIC SCHOOLS**

**195 Virginia Street**

**Hillside, NJ 07205**

**TITLE: CHIEF LEARNING OFFICER**

### **QUALIFICATIONS:**

1. School Administrator Certificate or Certificate of Eligibility
2. MA Degree in Education Leadership
3. Three years experience in Administration
4. Knowledge of Special Education Laws
5. Such alternatives to the above qualifications as the Board may find appropriate and acceptable.

**REPORTS TO:** Superintendent of Schools

**JOB GOAL:** The Chief Learning Officer serves as a senior-level administrator who oversees the training and professional development programs of employees in a school system or district. These programs equip educators with tools and techniques for meeting educational goals. These goals include initiatives to address achievement gaps and promote diversity, equity, and inclusion in the classroom.

The Chief Learning Officer job involves four primary responsibilities: assess the needs of teachers and administrators, create a professional development strategy, evaluate the efficacy of school-wide initiatives, and adjust and develop improved educational strategies based on data and feedback.

Chief Learning Officer collaborates with other educational leaders to raise student achievement and support teachers by aligning training programs with educational goals and initiatives. Their primary responsibilities range from creating a professional development strategy to evaluating programs' effectiveness. The Chief Learning Officer is also responsible for coaching and assessing the professional expertise of building-level principals.

### **PERFORMANCE RESPONSIBILITIES:**

#### **1. Assess Needs**

Chief learning officers start by assessing the needs of the teachers and administrators who run schools. Their approach is collaborative and collaborative, working alongside stakeholders to understand their specific needs and requests for professional development training.

Each school, and indeed, each classroom may have unique educational and administrative challenges, barriers, and complexities—and effective Chief Learning Officers recognize that a one-size-fits-all approach cannot properly support a team of educational leaders.

So, a large part of a Chief Learning Officer's role is listening—listening to teachers express their learning goals and classroom needs, listening to administrators explain budget constraints, and listening to feedback from education teams after the implementation of new policies and practices.

As a part of their needs assessments, chief learning officers often collect, analyze, and synthesize data from teachers and administrators. Next, they use this data to plan.

## **2. Create a Professional Development Strategy**

Chief Learning Officers determine and implement the professional development strategy for their schools. That means they decide what ongoing teacher training topics their educators will invest in, who will lead training, and how the efficacy of training will be evaluated.

To create a professional development strategy, Chief Learning Officers consider the skills and knowledge educators need to effectively implement new learning standards, such as adjustments to the Common Core, as well as the training teachers require to adjust to online learning platforms or respond to other district learning initiatives.

## **3. Evaluate Program Effectiveness**

Chief Learning Officers are accountable for the effectiveness of their professional development strategies. They need to evaluate key aspects of any program they implement, including:

- Employees' response to the program (i.e., is there teacher buy-in?)
- The program's impact on student achievement (i.e., have learning indicators such as test scores or rates of grade promotion shifted?)
- Educational equity metrics (i.e., student access to academic supports across identity differences such as gender, disability status, race and ethnicity, family income, and English-language fluency)

## **4. Adjust as Needed**

Chief Learning Officers may need to modify parts of a new program, such as one that trains teachers on using trauma-informed strategies in their classrooms. For example, feedback from administrators may encourage them to extend the training to more educators or to provide follow-up sessions to survey teachers about their progress.

Additionally, Chief Learning Officers should continue to adjust established programs based on employee feedback and any emerging needs, information, or objectives. For example, suppose new research points to the effectiveness of a specific training design and the funds available to adopt it. In that case, the chief learning officer will incorporate the design into their professional development strategy.

## **5. Project Manager for Grants and New Initiatives**

Chief Learning Officer is accountable for the management and oversight of grants (non-federally funded) and new initiatives that are implemented within the district. The Chief Learning Officer will develop strategic plans and professional development so that all school and district stakeholders effectively and efficiently implement grants and new initiatives.

## **6. Fiscal Accountability**

Chief Learning Officer is accountable for the fiscal management of professional development, procurement of resources, and negotiation of professional development service agreements. The Chief Learning Officer will work in collaboration with the School Business Administrator and Director of Curriculum and Instruction to make sure fiscal resources are leveraged equitably and efficiently across the school district.

## **7. Research and Development**

In collaboration with the Superintendent of Schools and the Director of Curriculum and Instruction, the Chief Learning Officer will research, evaluate, and develop equitable and innovative programs and curricula that will enhance the academic and social outcomes for students.

## **8. Coordination of College and Career Services**

Chief Learning Officer is responsible for the management of innovative programs, courses, and resources that will enhance students' opportunities to access internships, apprenticeships, and higher education programs of study that are aligned to Math, Science, STEM, and high-wage, high-demand, and high skilled positions in the northeast region of the country.

### **TERMS FOR EMPLOYMENT:**

Twelve (12) month year. Salary to be established by the board.

### **EVALUATION:**

Performance of this job will be evaluated in accordance with provisions of the Board's policy on Evaluation of Professional Personnel.

Date:

Revised:



*State of New Jersey*

300 North Avenue East  
Westfield, NJ 07090  
Phone: 908-654-9860  
Fax: 908-654-9869

PHILIP D. MURPHY  
*Governor*

SHEILA Y. OLIVER  
*Lt. Governor*

ANGELICA ALLEN-MCMILLAN, ED. D.  
ACTING COMMISSIONER

DARYL PALMIERI  
INTERIM EXECUTIVE COUNTY SUPERINTENDENT

May 12, 2023

Dr. David Eichenholtz,  
School Business Administrator/Board Secretary  
Hillside Board of Education  
195 Virginia Street  
Hillside, NJ 07205

Dear Dr. Eichenholtz:

I have received the employment contract for Erskine Glover, Superintendent, Hillside School District, 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 August 9, 2021 through June 30, 2026.

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 approved contract to my office.

Sincerely,

Daryl Palmieri

Interim Executive County Superintendent

APPROVED

DP 5/12/23

SUPERINTENDENT EMPLOYMENT CONTRACT

This employment contract is made and entered into the \_\_\_\_\_ day of \_\_\_\_\_, 2023 by and between the Hillside Board of Education, with offices located at 195 Virginia Avenue, Hillside, New Jersey (hereinafter referred to as the "Board") and Mr. Erskine Glover, whose address is 24 Quince Place, North Brunswick, New Jersey, (hereinafter referred to as the Superintendent).

WITNESSETH:

WHEREAS, the Board wishes to employ a Superintendent of Schools and the Superintendent wishes to be employed by the Board subject to all of the terms and conditions of this agreement;

NOW, THEREFORE, in consideration of the forgoing and the mutual covenants and conditions in this agreement and for other good and valuable consideration, the receipt of which is hereby acknowledged, it is hereby agreed by and among the parties hereto as follows:

I. TERM

The Board hereby employs and the Superintendent hereby extends the existing contract for an additional year ending June 30, 2026.

## II. SUPERINTENDENT CERTIFICATION AND RESPONSIBILITIES

### A. Certification - School Administrator

In accordance with N.J.S.A. 18A:17-7 the Superintendent shall possess and maintain a valid Standard Certificate to act as Superintendent of Schools in the State of New Jersey as prescribed and issued by the State Board of Education of New Jersey. If at any time during the term of this Contract, the Superintendent's certification(s) is/are revoked, this Contract shall be null and void as of the date of the revocation.

### B. Superintendent Responsibilities

The Superintendent shall be the Chief Executive and Administrative Officer of the Board and shall have general supervision over all aspects, including the fiscal operations and instructional programs of the district, and shall arrange the administrative and supervisory staff, including instruction and business affairs in a manner which, in his judgment, best serves the district. The selection, placement, transfer, renewal and dismissal of personnel, both instructional and non-instructional, shall occur only upon the recommendation of the Superintendent, subject to Board approval, and the non-renewal of personnel shall occur upon the Superintendent's notification to the employee and the Board.

The members of the Board, individually and collectively, will refer to the Superintendent any and all criticisms, complaints and suggestions concerning the operation and management of the district called to their attention. The Board will not take action on any such criticisms, complaints and/or suggestions until they are discussed by the Board members at a scheduled meeting of the Board and a consensus sought to direct the Superintendent to study, recommend, and/or take action. The Superintendent shall have the right to contact Board Counsel for legal assistance as the need arises in carrying out his duties and shall take advice from said Board Counsel insofar as legal issues that arise within the school district.

All duties assigned to the Superintendent by the Board should be appropriate to and consistent with the professional role and responsibility of the Superintendent.

The parties agree that the Superintendent shall have the right to attend all Board meetings and committee meetings of the Board and he or his delegate has the right to make recommendations to the Board or committee with respect to any proposed action or policy. The parties also agree that the Board shall not hold any discussions nor take any negative action, regarding the Superintendent's employment, unless the

Superintendent is given written notice at least 48 hours in advance, is permitted to be present during such discussions, is given the opportunity to address the Board, and is permitted to have a representative of his choosing speak on his behalf. 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.

### III. PROFESSIONAL GROWTH OF SUPERINTENDENT

The Board encourages the continuing professional growth of the Superintendent through his participation in the following:

1. The operations, programs, and other activities conducted or sponsored by local, state and national school administrator and/or school board associations;
2. Seminars and courses offered by public or private educational institutions;
3. Informational meetings with other persons whose particular skill or backgrounds would serve to improve the capacity of the Superintendent to perform his professional responsibilities for the Board;
4. Other activities promoting the professional growth of

the Superintendent.

5. Superintendent shall be entitled to attend the annual NJSBA/NJASA/NJASBO Workshop and Convention, the annual conference of the NJASA/NJASBA and Techspo.

Reimbursement for the costs of attendance at these conferences, conventions, workshops and academies shall per school year shall not exceed the amounts listed on the Detailed Statement of Contract Costs.

The Superintendent shall file an itemized expense statement with the Board Secretary in order to be reimbursed for all reasonable expenses as authorized by the Board of Education.

The Superintendent and Board are cognizant of budgetary constraints regarding conferences, training and release time. The Superintendent agrees to make every effort to stay within budgeted travel allocations for his office if required.

#### IV. COMPENSATION

1. For the period of July 1, 2024 to June 30, 2025, the Board will grant the Superintendent an increase of his then existing salary by five percent (5%). All other percentages prior thereto shall remain in place.

#### V. BENEFITS

The Board shall provide the Superintendent, as part of his compensation, with the following benefits:

**A. Vacation Days**

1. The Superintendent shall be granted twenty-three (23) vacation days annually, all of which shall be available to the Superintendent on July 1<sup>st</sup> of each year. Vacation days shall be used in the year earned except that the Superintendent shall be permitted to carry over no more than ten (10) vacation days per year during the term of this contract unless otherwise agreed to in writing by the Board of Education.
2. The Superintendent shall take his vacation days when he chooses in the event school is not in session as long as same is reported to the Board of Education's President. However, the Superintendent may take vacation days only with the prior approval of the Board when he wishes to take vacation days during the school year. Such prior approval shall not be unreasonably withheld.
3. The Superintendent shall be responsible for maintaining written documentation of his earned and accrued vacation days as well as any sick days. The Superintendent must provide said information to the Board Secretary and the Board President.
4. Upon separation from service, the Superintendent shall be paid for all unused accumulated vacation days at the rate of 1/260 of his then current salary. Said payment shall be made no later than sixty (60) days of the date of separation.

**B. Sick Leave:**

The Superintendent shall be allowed twelve (12) days sick leave annually. The portion of such leave unused at the end of

any year shall be cumulative and may be carried over without limitation from year to year.

**C. Membership Fees:**

The Board shall pay 100% of the Superintendent's membership fees for the American Association of School Administrators and the New Jersey Association of School Administrators and the Union County Association of School Administrators. In addition, the Board will pay membership fees in such other professional groups as the Board and the Superintendent deem appropriate for the Superintendent to maintain or improve his professional skills.

**D. Holidays:**

The Superintendent shall be entitled to the same annual holidays accorded central office personnel.

**E. Personal Days:**

The Superintendent shall be entitled to three (3) personal days during each year of the within contract. The Superintendent shall notify the Board President and the Board Secretary any time the Superintendent will be out of the school district exercising use of a personal day.

**F. Business Expense:**

The Board shall reimburse the Superintendent for all reasonable and usual expenses connected with the discharge of the Superintendent's duties upon the submission of an itemized expense statement to the Board Secretary and subject to Board of Education approval.

**G. Bereavement:**

The Superintendent shall be entitled to five (5) consecutive bereavement days within the seven (7) days

immediately following the death of an immediate family member. Immediate family is defined as spouse, mother/father, mother/father-in-law, sister/brother, daughter/son, grandchild, daughter-in-law/son-in-law, sister-in-law/brother-in-law, grandparent. For non-immediate family, the Superintendent shall be entitled to the day of the funeral. Non-immediate family is defined as aunt/uncle and niece/nephew.

#### **VI. MEDICAL EXAMINATION**

The Superintendent shall undergo a physical examination at the time of employment. The doctor shall certify that the Superintendent is fit to perform his duties.

#### **VII. HEALTH BENEFITS**

1. The Board shall provide the Superintendent with individual or family health benefits coverage. The Superintendent shall pay the premium costs for all such coverages set forth in Chapter 44 and implementing regulations. Such limitation shall in no way link this Contract with any agreement collectively negotiated with district employees. The premium shall be paid by the Superintendent through payroll deduction.

2. 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 cost of said coverage for waiving such coverage.

#### **VIII. EVALUATION**

The Board shall evaluate the performance of the Superintendent at least annually in accordance with the

provisions of the applicable New Jersey statutes and regulations. Each evaluation shall be in writing and a copy shall be provided to the Superintendent with the Superintendent and the Board meeting to discuss the evaluation.

On or before June 30 of each year of the Employment Contract, the Board and Superintendent shall meet in closed, executive session for the purpose of discussing the evaluation.

Within ninety (90) days of the execution of this agreement the Board and Superintendent shall meet to address goals and objectives which he will be evaluated upon during the course of the first year of his contract. The evaluation and evaluations that follow shall be based upon the goals and objectives and the statutes and laws which govern the position of Superintendent as well as such other criteria as the State Board of Education shall by regulation prescribe. In the event that the Board determines that the performance of the Superintendent is unsatisfactory in any respect, it shall describe in writing, in reasonable detail, the specific instances of unsatisfactory performance. The evaluation shall include recommendations as to the areas of 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. The Board and the Superintendent shall mutually agree upon the evaluation format. In accordance with regulation, the evaluation shall represent a majority of the full membership of the Board. The Superintendent shall be entitled to copies of all back up materials utilized in the process.

#### **IX. TERMINATION OF CONTRACT**

The term of this contract shall be deemed to be August 9,

2021, to June 30, 2025. The Superintendent may unilaterally terminate this Agreement upon at least sixty (60) days written notice to the Board.

Should this contract be terminated by the Board pursuant to N.J.S.A. 18A:6-9 the Superintendent, shall only be entitled to payment for unused sick days pursuant to said tenure laws of the State of New Jersey.

If the Superintendent dies before his employment contract year is completed, payment for his accumulated vacation, sick, and personal days shall be made to his estate in an amount not to exceed \$25,000.00.

The Board of Education may terminate this contract by written notice to the Superintendent at such time after he has been absent from his employment for whatever cause for a period in excess of fifty (50) consecutive days. However, the Superintendent has the right to advise and seek permission from the Board in order to exceed the time limits as set forth above.

In the event the Superintendent is subject to a disability period in excess of the above time limits, the Board shall compel, and the Superintendent shall submit to a medical examination to determine the extent and permanency of said disability. If the Superintendent refuses to undergo said examination, then the Board has the right to invoke this provision for termination. In the event the disability is permanent or unreasonably lengthy, the Board has the exclusive right to determine, with the assistance of the above medical data whether or not the Superintendent shall be terminated.

In the event of termination by reason of the Superintendent's disability, the Superintendent will only be entitled to payment for accrued vacation days and unused sick

leave in an amount not to exceed \$25,000.00 provided the Superintendent has accrued such unused days as set forth above.

**NOTICE OF NON-RENEWAL AND TERMINATION**

Notice of Non-Renewal shall be in accordance with *N.J.S.A.* 18A:17-20.1, which same requires the board to notify the Superintendent in writing that he will not be reappointed at the end of the current term, in which event his employment shall cease at the expiration of that term.

In accordance with *N.J.S.A.* 18A:17-20.2, the Superintendent shall not be dismissed or reduced in compensation during the term of this contract except for inefficiency, incapacity, conduct unbecoming a Superintendent or other just cause and then only in the manner prescribed in *N.J.S.A.* 18A:17-15 et seq.

**X. 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 his individual capacity as agent and/or employee of the Board, provided the incident arose while the Superintendent was acting within the scope of his employment, and, as such, liability coverage is within the authority of the Board to provide same under State Law. The Board will also provide the Superintendent with professional liability insurance.

**XI. COMPLETE AGREEMENT:**

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

**XII. CONFLICTS:**

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 state or federal law, then unless otherwise prohibited by law, the terms of this contract shall take precedence over the contrary provisions of the Board's policies or any such permissive law during the term of the contract.

**XIII. SAVINGS CLAUSE**

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

IN WITNESS WHEREOF, the parties have executed this Agreement in accordance with law this \_\_\_\_\_ day of \_\_\_\_\_, 2023

Attest

HILLSIDE BOARD OF EDUCATION

By: \_\_\_\_\_

Kimberly Cook, President

Witness:

By: \_\_\_\_\_

Ersine Glover,  
Superintendent of Schools