

CONTRACT OF EMPLOYMENT

THIS CONTRACT OF EMPLOYMENT is made and entered into this 18th day of February, 2026, by and between the **WALL TOWNSHIP BOARD OF EDUCATION**, with offices located at 1620 18TH Avenue, Wall Township, NJ 07719 (hereinafter "the Board")

and

MICHAEL SCARANO, whose position is to be the Acting Superintendent of Schools (hereinafter "Acting Superintendent").

WHEREAS, Mr. Scarano is currently employed as the Director of Human Resources of the Wall Township Board of Education; and

WHEREAS, the Board is appointing Mr. Scarano to the position of Acting Superintendent of Schools; and

WHEREAS, Mr. Scarano will hold the position of Acting Superintendent in addition to his position as Director of Human Resources; and

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

In consideration of mutual promises contained within this Contract of Employment, the Acting Superintendent agrees to perform the professional services set forth in paragraph 2B with the standard of professional care and skill customarily provided in the performance of such services. In return, the Board agrees to pay the Acting Superintendent such amounts as are specified upon the conditions which follow.

1. **TERM**

The Board hereby agrees to employ Michael Scarano as the Acting Superintendent of the Wall Township Public School District for the period beginning February 26, 2026, and ending at midnight on June 30, 2026.

2. **CERTIFICATION AND RESPONSIBILITIES**

A. **Certification:**

The parties acknowledge that the Acting Superintendent possesses the appropriate New Jersey administrative certification and endorsement for the position of Superintendent of Schools and that the Acting Superintendent shall maintain the same for the term of this Contract of Employment.

In the event the Acting Superintendent's certificate issued by the Department of Education

Acting Superintendent have entered into a new Acting Superintendent Contract of Employment.

B. Expenses:

The Board shall reimburse the Acting Superintendent for certain expenses incurred in the performance of the Acting Superintendent's duties under this Contract of Employment, in accordance with law, and including but not limited to, mileage and travel expenses to attend meetings and seminars in his role as Acting Superintendent. Mileage shall be paid from mileage vouchers according to "New Jersey Office of Management and Budget" rates per mile. The Acting Superintendent shall be reimbursed for expenses pursuant to Board policy, upon prior approval of the Board, and pursuant to N.J.S.A.18A:11-12 and regulations promulgated thereunder.

C. Benefits:

Except as provided in the Contract of Employment between Mr. Scarano and the Board, with respect to his position as Director of Human Resources for the period of July 1 2025 through June 30, 2026, and unless otherwise provided in this Contract of Employment, Mr. Scarano in his role as Acting Superintendent shall not be entitled to any benefits or payments thereof, including but not limited to, paid leaves of absence, paid holidays, paid vacations, medical insurance, pension, or other benefits.

4. **PROFESSIONAL LIABILITY**

The Board agrees that it shall defend, hold harmless and indemnify the Acting Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against the Acting Superintendent in his official capacity as an agent of the Board, provided the incident arose while the Acting Superintendent was acting within the scope of this Contract of Employment and, as such, liability coverage is within the authority of the Board to provide under State law. In the event the Acting Superintendent is subject to criminal proceedings brought against him in his official capacity as an agent of the Board, the Board shall not be responsible to defend him or hold him harmless for the costs and expenses incurred in the defense of such criminal charges unless the final disposition of such charges are in favor of the Acting Superintendent.

5. **EXTENSION OF CONTRACT OF EMPLOYMENT**

Any extension of this Contract of Employment shall be agreed by and between the Board and the Acting Superintendent on terms and conditions as agreed by the parties.

6. **TERMINATION OF CONTRACT OF EMPLOYMENT**

This Contract of Employment may be terminated by:

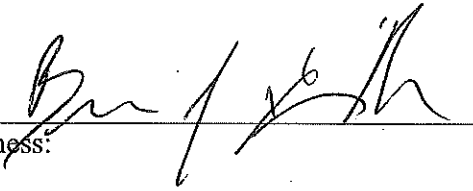
A. Mutual agreement of the parties;

WHEREAS, the Acting Superintendent approves the terms and conditions of this Contract of Employment, and agrees to be bound by same;

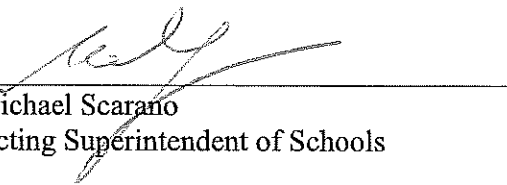
WHEREAS, this Contract of Employment has been approved by a vote of the Members of the Board of Education at its meeting of February 17, 2026, said action having been made a part of the official minutes of that meeting.

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

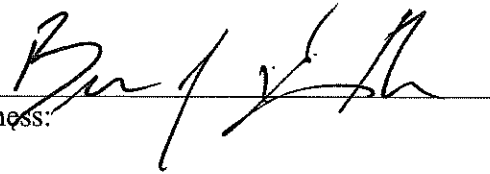
Witness:



Michael Scarano
Acting Superintendent of Schools



Witness:



Thomas Buffa
Vice President
Wall Township Board of Education

