EMPLOYMENT AGREEMENT BETWEEN

THE TENAFLY BOARD OF EDUCATION AND BETH GRANT

This Agreement is made this 27th day of April, 2026 by and between the Tenafly Board of Education, with its central offices at 500 Tenafly Road, Tenafly, New Jersey 07670 ("the Board") and Beth Grant ("Grant"), pursuant to the following terms.

I. EMPLOYMENT

The Board hereby employs Grant, and Grant hereby accepts employment as Chief Human Resources Officer of the Tenafly School District ("the District") under the terms and conditions set forth in this Agreement. Her employment shall be on a full-time, twelve (12) month basis.

The Chief Human Resources Officer shall devote her full professional time, attention, and best efforts to the performance of her duties on behalf of the District. During the term of this Agreement, the Chief Human Resources Officer shall not engage in any other employment, consulting, contractual work, or other compensated professional activity, whether pensionable or non-pensionable, without the prior written approval of the Superintendent. Any request for such outside employment must be submitted in advance and may only be undertaken upon the Superintendent's express written consent. The Superintendent reserves the right to deny any such request if, in the Superintendent's judgment, the activity may interfere with the performance of the Chief Human Resources Officer's duties or create an actual or potential conflict of interest with the interests of the District.

II. DURATION

This Agreement shall begin in full force and effect on July 1, 2026, and it shall expire on June 30, 2027.

III. SALARY

The Board shall pay Grant an annual salary of One Hundred Ninety Five Thousand Dollars ($195,000.00) for the 2026–2027 school year. Such salary shall be paid in accordance with the payroll schedule established by the District for certificated twelve (12) month administrative personnel and shall be subject to all applicable withholdings and deductions required by law.

IV. DUTIES

Grant shall faithfully perform the duties of the Chief Human Resources Officer as outlined in the Board's job description for the Chief Human Resources Officer, which may be modified from time to time consistent with District goals and objectives, all in accordance with the laws of the State of New Jersey and of the United States, the rules and regulations adopted by the New Jersey State Board of Education and the New Jersey State Department of Education, as well as all of the policies of the Board.

V. TERMINATION

This Agreement shall be subject to termination under the following conditions:

Death. This Agreement shall automatically terminate upon the death of Grant.

Resignation. Grant may resign from employment by providing the Board of Education with no less than ninety (90) days' written notice prior to the effective date of resignation, unless the Board, in its sole discretion, agrees to waive or reduce such notice.

Termination by the Board. The Board of Education reserves the right to terminate this Agreement at any time prior to its expiration for any lawful reason, with or without cause, upon provision of written notice to the Administrator; provided, however, that in the event of termination without cause, such notice shall be no less than ninety (90) days. In the event of termination without cause, the Board may, in its discretion, provide compensation and benefits, if any, consistent with applicable law and the remaining term of the Agreement.

Assignment. Nothing in this Agreement shall limit the authority of the Board or Superintendent to assign, transfer, or reassign duties consistent with the Administrator's certification and qualifications.

VII. EVALUATION

Grant shall be evaluated in accordance with Board policy.

VIII. HEALTH BENEFITS

The Board shall provide to Grant and her eligible dependents, if any, the cost of major medical (including prescription), and hospitalization benefits as are provided in general to other employees in the school district. Grant's contributions toward health benefits shall be made in accordance with all applicable New Jersey State laws and regulations.

The Board will offer Delta Dental Premiere Plan with a $1,500.00 annual limit per person with contributions established in accordance with Chapter 78.

Should Grant elect to waive District-provided health benefits and demonstrate proof of alternative health coverage from another source she shall be eligible for an annual waiver payment of $4,000 not to exceed 25% of the cost of benefits. Payment shall be made in accordance with applicable laws and regulations, and employees must comply with all District procedures for submitting proof of coverage and executing the required waiver forms. Payment will be made in accordance with standing payroll schedules.

Voluntary Benefits

Vision

The Board shall make available a voluntary vision insurance plan for which Grant may participate. The premium shall be 100% paid by Grant through payroll deduction. Such deductions shall be pretax in accordance with applicable statutes. The terms of the plan shall be set by the Board and are subject to change on an annual basis.

XI. LEAVES AND HOLIDAYS

Sick leave. Grant shall be entitled to twelve (12) sick days per year with full pay. Any unused days shall accumulate from year to year. Should Grant retire during the term of this Agreement, she shall be reimbursed for any accumulated unused days at the rate of two hundred dollars ($200) per day, to a maximum of ten thousand dollars ($10,000). Any such payment shall be made within sixty (60) days of Grant's last day of employment.

Personal Sick Bank: The Board shall provide Grant with a bank of thirty (30) sick days to be utilized in the event that an unforeseen illness forces Grant to exhaust all of her accumulated sick leave. The personal sick bank shall be reduced each year by the number of accumulated, but unused sick days Grant has accumulated in the prior year. Any personal sick bank days remaining at the time of Grant's separation from employment shall not be eligible for reimbursement.

Personal leave. Grant shall be entitled to three (3) personal days per year at times approved by the Superintendent. Unused day(s) can be converted to sick day(s) in future year contracts.
Vacation. Grant shall receive twenty-three (23) vacation days annually and may carry forward ten (10) to the following school year for future use but not for reimbursement. Vacation days may be taken with the prior approval of the Superintendent. Grant shall be entitled to payment of the pro-rated earned but unused vacation days upon her separation from employment with the Board, in the year of separation, with such days paid at the rate of 1/240th of Grant's base salary. Payment shall be made by the Board within sixty (60) days of the date of separation.
Bereavement Leave. Grant shall annually be entitled to five (5) bereavement leave days in accordance with Board Policy and practice for other District administrative employees.

Holidays. Grant shall be entitled to the same number of paid holidays as is provided to administrators employed by the Board in general. For the 2026-2027 school year, the designated holidays are:

Holiday
Independence Day
Labor Day
Yom Kippur
N.J.E.A. Convention Days (2 days - Thursday and Friday)
Thanksgiving Break (2 days - Thursday and Friday)
Christmas Eve
Christmas Day
New Year's Eve
New Year's Day
Martin Luther King Day
Presidents' Day
Good Friday
Memorial Day

PROFESSIONAL DEVELOPMENT

a. Membership in professional organizations. The Board shall pay all fees for Grant's membership in the following organizations:

- Society for Human Resource Management (SHRM).
- New Jersey Personnel Administrators' Association (NJPAA).

b. Attendance at workshops, conferences, seminars, and conventions. Grant may attend professional meetings of the organizations identified above. With prior approval of the Superintendent, Grant may take professional development courses and/or programs by organizations other than the professional organization listed above, provided the courses or programs relate to Grant's duties. Grant may attend conventions with the prior approval of the Superintendent, with travel and conference costs to be reimbursed in accordance with the Office of Management and Budget circular and travel regulations.

c. Tuition Reimbursement. Grant shall be entitled to reimbursement for the cost of tuition of accredited coursework directly related to her position as Chief Human Resources Officer up to $10,000 per calendar year. The coursework must be taken towards the acquisition of a degree conferred by a duly accredited institution of higher learning as defined in N.J.A.C. 6A.9-2.7. A grade of "B" or better is necessary for any reimbursement. Should Grant voluntarily leave the employ of the Board within one year of receiving tuition reimbursement, she shall reimburse all costs paid under this provision.

LAPTOP AND CELLULAR TELEPHONE

The Board shall provide Grant with a laptop computer for her use in connection with her duties as set forth above. Said equipment shall be the property of the Board and its use shall be subject to all applicable policies and regulations of the Board. Grant shall be responsible for the care of said equipment. In addition, the Board shall provide a cellular telephone for Grant's exclusive use for business purposes only and the Board will select a plan for cell phone usage and the expenses for the same shall be paid by the Board.

MODIFICATION

The terms and conditions of this Employee Agreement shall not be modified except by the written consent of both Parties hereto and review and approval of the Board. Any amendments to this Employee Agreement shall not create a new agreement or agreement term but shall only constitute an amendment to the existing Agreement.

SAVINGS CLAUSE

If, during the term of this Employee Agreement, it is found that a specific clause of this Employment Agreement is contrary to federal or state law, the remainder of the Employment Agreement not affected by such ruling shall remain in full force and effect. The parties hereto represent to each other that they fully understand the terms and conditions of this Employment Agreement, and agree to be bound by the same pursuant to the rules and regulations of the Department of Education and the laws of the State of New Jersey.

EXECUTION

Execution of this Agreement by Grant connotes her knowing, voluntary, and complete agreement to each and every term of this Agreement. Execution of this Agreement by the Board President connotes that the Board has agreed to each and every term of this Agreement by resolution at a public meeting of the Board.

TENAFLY BOARD OF EDUCATION

Beth Grant
BETH GRANT

BY: _____
JOCELYN SCHWARZ
President

Dated: 05/04/2026

Dated: 5/1/26

WITNESS:

WITNESS:

Lauretta Miller
5/4/26

Dated:

Lauretta Miller

Dated: 5/1/26