



State of New Jersey

MIKIE SHERRILL
Governor

DR. DALE G. CALDWELL
Lt. Governor

OCEAN COUNTY OFFICE OF EDUCATION
1005 HOOPER AVENUE, PO BOX 2191
TOMS RIVER, NJ 08754-2191
(732) 929-2078 FAX (732) 244-8242
www.nj.gov/education

DR. LILY LAUX
Commissioner

SUSAN R. NAPLES
Interim Executive County Superintendent

June 23, 2026

Dr. Lisa Antunes, Superintendent
Little Egg Harbor Township School District
307 Frog Pond Road
Little Egg Harbor, NJ 08087

Dear Dr. Antunes:

I have reviewed the employment contract for Dr. Michelle Cappelluti for the position of Interim Superintendent, in accordance with N.J.S.A. 18A:7-8(j) and to determine compliance with the standards adopted by the Commissioner of Education at N.J.A.C. 6A:23A-3.1. Based upon my review, I have determined that those provisions of the contract subject to my review are in compliance with applicable laws and regulations. Therefore, I approve the contract for a term commencing on July 1, 2026 through June 30, 2027 on a per diem basis.

This contract must now be approved by the district Board of Education. I ask that you submit a signed copy of this contract and a copy of the minutes (affixed with a raised seal) indicating the resolution approving this contract.

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 be reminded that the contract for this position must be submitted annually to the Executive County Superintendent for review and approval.

Sincerely,

Susan R. Naples
Interim Executive County Superintendent
Ocean County Office of Education

cc: Carl Morelli, School Business Administrator/Board Secretary

SRN/mw

EMPLOYMENT CONTRACT

this Agreement, made this 23RD day of JUNE, 2026 between

LITTLE EGG HARBOR BOARD OF EDUCATION
in Ocean County (hereinafter "the Board")

And

Dr. Michelle Cappelluti (hereinafter "the Interim Superintendent")

PREAMBLE

WITNESSETH

WHEREAS, the Board desires to employ the Interim Superintendent as the Chief School Administrator of the school district on a temporary basis; and

WHEREAS, the Interim 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**

The Board hereby agrees to employ Dr. Michelle Capelluti as Interim Superintendent of Schools for a period commencing on July 1, 2026 through June 30, 2027 on a *per diem* basis. The Parties anticipate that the Interim Superintendent will work up to five (5) days per week.

The Interim Superintendent shall serve at the pleasure of the Board. Such appointment shall cease (i) upon thirty (30) days' written notice from one (1) party to the other; (ii) on the appointment and effective date of employment of a permanent Superintendent; or (ii) on June 30, 2027, unless otherwise extended by mutual consent of the parties, subject to the approval of the Executive County Superintendent.

The parties acknowledge that this Contract must be approved by the Ocean County Executive County Superintendent in accordance with applicable law and regulation.

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in Ocean County (hereinafter "the Board")

And

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The parties acknowledge that this Contract must be approved by the Ocean County Executive County Superintendent in accordance with applicable law and regulation.

ARTICLE II

REVOCATION CLAUSE

The Parties hereto agree that in the event the Interim Superintendent's certification is permanently revoked, all provisions of this Employment Agreement shall be null and void as of the date of the revocation, and if the Interim Superintendent is lawfully precluded from performing his duties by any Judgment, Order or direction of any court of competent jurisdiction or the Commissioner of Education, all provisions of this Employment Agreement shall terminate and the Interim Superintendent's employment shall cease. *N.J.A.C. 6A:23A-3.1(e)15* and *N.J.S.A. 18A:17-15.1*

ARTICLE III

DUTIES

In consideration of the employment and salary established hereby, the Interim Superintendent hereby agrees 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 Contract.

ARTICLE IV

SALARY & BENEFITS

The Board shall pay the Interim Superintendent at a rate of six hundred fifty dollars (\$650.00) *per diem* for each day that she works. The parties acknowledge that the Interim Superintendent will be treated as an employee solely for purposes of payroll tax withholding requirements and indemnification. Salary shall be payable in equal installments in accordance with the Board's payroll schedule and made on the District's normal payroll dates. Such payments shall be subject to all applicable deductions, including check offs for taxes and FICA.

While the Interim Superintendent shall be deemed an employee solely for income tax payroll deduction and indemnification purposes, for all other purposes she shall be considered an independent consultant, and, as such shall receive no other compensation, benefits (including but not limited to insurance coverage) or any other emoluments of employment, except for mileage reimbursement in accordance with State Regulations and Board Policy, or as otherwise needed to meet the needs of the position, unless otherwise stated herein. The Interim Superintendent shall be entitled to ten (10) days of paid sick leave. The Interim Superintendent shall not be entitled to compensation for any other benefits not explicitly stated herein. The Interim Superintendent also agrees to waive any and all claims to life and medical insurance coverage and pension contributions.

The Interim Superintendent shall follow the approved calendar and shall be entitled to school holidays and closings as listed.

The Board shall provide paid Interim Superintendent Membership dues, not to exceed four thousand dollars (\$4,000.00) to the New Jersey Association of School Administrators (NJASA) and the Ocean County Association of School Administrators (OCASA). Such payments shall be in accordance with *N.J.S.A.* 18A:11-12, *N.J.A.C.* 6A:23A-7, 6A:23A-3.1 (e) 4 and the State Office of Management and Budget (OMB) Circular.

The Board shall pay for the reasonable expenses, not to exceed two thousand dollars (\$2,000.00), of the Interim Superintendent, in accordance with the rules of the OMB, to attend County and State meetings, as well as any professional development or training needed for the Interim Superintendent to perform 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, including registration and hotel accommodations for attendance at the New Jersey Association of School Administrators (NJASA) Conference (including TECHSPO), the American Association of School Administrators (AASA) Conference, and the New Jersey School Boards Association Annual Workshop. Mileage reimbursement will be paid in accordance with the applicable OMB Circulars, Board Policies, *N.J.A.C.* 6A:23A-3.1 (e)4 and *N.J.S.A.* 18A:11-12

Any renewal, extension, or modification of this Contract shall comply with the notice provisions of *P.L.2007, c. 53, The School District Accountability Act* and *N.J.A.C.* 6A:23A-3.1, *et seq.*

ARTICLE V

INDEMNIFICATION

The Board shall defend, hold harmless and indemnify the Interim Superintendent in accordance with the applicable State law. If in the good faith opinion of the Interim Superintendent a legal 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 Interim Superintendent may engage counsel in which the Board will indemnify her for her legal defense at an hourly rate not to exceed that which is charged by counsel for the Board.

ARTICLE VI

MODIFICATION CLAUSE

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

ARTICLE VII
SAVINGS CLAUSE

If, during the term of this Employment 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 same pursuant to the rules and regulations of the Department of Education and the laws of the State of New Jersey.

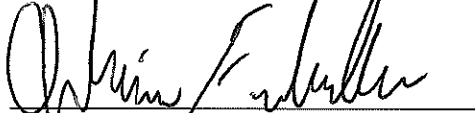
IN WITNESS WHEREOF, the parties have set their hands and seals to this Employment Contract effective on the day and year first above written.

INTERIM SUPERINTENDENT


Dr. Michelle Cappelluti

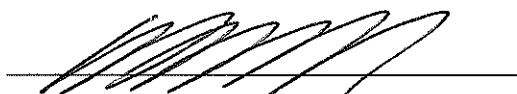
Date: 6/23/26

LITTLE EGG HARBOR BD. OF ED.


Chris Filiciello, President

Date: 6/23/26

WITNESS:



WITNESS:

