



PHILIP D. MURPHY
Governor

SHEILA Y. OLIVER
Lt. Governor

State of New Jersey
DEPARTMENT OF EDUCATION
Sussex County Office of Education
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Sparta, NJ 07871
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Angelica Allen-McMillan, Ed.D.
Acting Commissioner

DR. GAYLE CARRICK ED.D.
Executive County Superintendent

April 26, 2021

Mr. Jeffrey Hallenbeck
School Business Administrator/Board Secretary
Hopatcong Borough School District
P.O. Box 1029
Hopatcong, New Jersey 07843

Dear Mr. Hallenbeck:

I have reviewed the employment contract for Mr. Joseph Piccirillo, Superintendent of Schools, 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 period commencing on July 1, 2021 through June 30, 2026 with an annual salary of \$185,500 for 2021-2022; \$189,210 for 2022-2023; \$192,994 for 2023-2024; \$196,854 for 2024-2025; and \$200,791 for 2025-2026.

If there are any changes to the terms of this contract, you will need to submit it to the Sussex Executive County Superintendent, for review and approval prior to the required public notice and hearing of such changes.

Kindly submit a copy of the signed contract once it is executed.

Sincerely,

A handwritten signature in black ink that reads "Gayle Carrick".

Gayle Carrick, Ed.D.
Executive County Superintendent

Cc: Mr. Art DiBenedetto, Superintendent
Mr. Joseph Piccirillo, Assistant Superintendent

CONTRACT OF EMPLOYMENT

**This contract (“Contract”), made on April 26, 2021, between
THE BOARD OF EDUCATION OF HOPATCONG BOROUGH,
SUSSEX COUNTY (“the Board”)
with offices located at
2 WINDSOR AVENUE, HOPATCONG, NJ 07843 and
Joseph S. Piccirillo (“Superintendent”)**

WITNESSETH:

WHEREAS, the Board desires to employ the Superintendent as the Chief Education Officer of the School District; and,

WHEREAS, the Board desires to provide the Superintendent with a 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 holds 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 Joseph S. Piccirillo as Superintendent of Schools for the period of July 1, 2021 at 12:00 a.m. through 11:59 p.m. on June 30, 2026. The parties acknowledge that this Contract must be approved by the Sussex County Executive County Superintendent 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 (attached as Exhibit A). If, at any time during the term of this Contract, the Superintendent's certification(s) is revoked, this Contract shall be null and void as of the date of the revocation. The Superintendent will provide

official course transcripts for all earned postsecondary degrees to the Board of Education. These transcripts will be kept on file in the Board office.

ARTICLE III DUTIES

In consideration of the employment, salary, and fringe benefits established hereby, the Superintendent hereby agrees 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 Contract (attached as Exhibit B).

B. To devote the Superintendent's full time, skills, labor, and attention to this employment during the term of this Contract; and further agrees not to undertake consultative work, speaking engagements, writing, lecturing, or other professional duties for compensation without written permission from the Board. Should the Superintendent choose to engage in such outside activities on weekends, on vacation time, or at other times when he is not required to be present in the District, he shall retain any honoraria paid. The Superintendent shall notify the Board President in the event he is going to be away from the District on District business for two (2) or more days in any week. Any time away from the District that is not for District business must be arranged in accordance with provisions in this Contract governing time off. The Board recognizes that the demands of the Superintendent's position require the Superintendent to work long and irregular hours, and to that end, will establish the Superintendent's own work schedule, and occasionally may require the Superintendent to attend to District business outside of the District.

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 the Superintendent. The Superintendent shall have the right to contact the Board's attorney for legal assistance as the need arises in carrying out the Superintendent's 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 shall attend all regular and special meetings of the Board, (except where a *Rice* notice has been served upon the Superintendent notifying the Superintendent that the Superintendent's 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 advisor to the Board and said committees on all matters affecting the School District. 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.

H. 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 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.

ARTICLE IV SALARY AND BENEFITS

A. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become part of this Contract, but it shall not be deemed that the Board and the Superintendent have entered into a new employment contract.

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

a. Initial Base Salary: The Board shall pay the Superintendent an annual salary of One Hundred Eighty-Five Thousand Five Hundred Dollars (\$185,500.00) for the 2021-2022 school year. This annual salary rate shall be paid to the Superintendent in accordance with the schedule of salary payments in effect for other certified employees and shall be pro-rated for the first year of the contract based upon the Superintendent's start date.

b. Effective as of July 1, 2022, the Superintendent's salary shall be increased by the sum of two (2%) percent.

c. Effective as of July 1, 2023, the Superintendent's salary shall be increased by the sum of two (2%) percent.

d. Effective as of July 1, 2024, the Superintendent's salary shall be increased by the sum of two (2%) percent.

e. Effective as of July 1, 2025, the Superintendent's salary shall be increased by the sum of two (2%) percent.

2. Notwithstanding the foregoing, no salary increase of any kind will take effect on midnight July 1, 2026 (the final day of this Contract) unless the parties have agreed to a new

contract (the “New Contract”) and that contract has been approved by the Sussex County Executive County Superintendent. The terms of a New Contract will govern all increases to take effect on or after July 1, 2026. 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.*

B. Sick Leave: The Superintendent shall receive 12 sick days annually prorated, all of which shall be available to the Superintendent at the start of each contract year of employment. Unused sick leave days shall be cumulative in accordance with the provisions of Title 18A. Upon retirement and notice to the Board, all unused accumulated sick days will be reimbursed, at the rate of ($1/260^{\text{th}}$ x annual salary). Reimbursement for sick days shall be consistent with the law in effect at the time this Contract is signed. Such payment shall not exceed \$15,000.00.

C. Professional Memberships: The Superintendent shall be entitled to membership, at the Board's expense for professional dues in the following professional associations: NJASA, AASA, and the Sussex County Administrators Association and/or other organizations deemed important by the Superintendent and the Board, with advance approval from the Board. The total annual amount of such dues in the aggregate shall not exceed \$3,000.00 in each year of this Contract.

The Superintendent also shall be entitled to reimbursement for expenses incurred for attendance at one state and one national professional conference up to \$3,500.00 per year (not including dues), including similar expenses which he may incur while discharging the duties of Superintendent in accordance with *P.L. 2007, c. 53, The School District Accountability Act* and affiliated regulations. (*N.J.S.A. 18A:11-12 and N.J.A.C. 6A:23A-7, et seq.*). Such reimbursement shall comply with all applicable provisions of state and federal statutory and regulatory provisions and guidance, and with Board policy. The Superintendent shall be entitled to attend the annual NJSBA/NJASA Workshop and Convention, at the Board's expense, and attend the annual conference of NJASA. Reimbursement or payment for such expenses shall be made in accordance with *P.L. 2007, c. 53, The School District Accountability Act* and affiliated regulations and Board policies. The Board shall pay for all State-mandated continuing education. The Board encourages the professional growth of the Superintendent through the Superintendent's participation as the Superintendent might decide, in light of the Superintendent's responsibilities as the Superintendent, in the following ways:

1. The operations, programs and other activities conducted or sponsored by local, state, and national school administrator and/or school board associations, including but not limited to conferences, conventions and workshops;
2. Seminars and courses offered by public or private educational institutions;
3. Informational meetings with other peers whose particular skills or background would serve to improve the capacity of the Superintendent to perform professional responsibilities for the Board;
4. Visits to other institutions;

5. Other activities promoting the professional growth of the Superintendent to include tuition reimbursement of up to \$4,380 for the 2021-2022 school year for courses taken during that school year leading to the awarding of a Doctoral Degree in the current area being pursued by the Superintendent at an accredited university for advanced graduate level studies as afforded to other administrators in the School District. Reimbursement will be subject to the Superintendent's continuation of employment by the Board in the following year, and require advance approval from the Board. The Superintendent has declined any tuition reimbursement for the subsequent term of this Contract; and

6. The Superintendent may subscribe to appropriate educational and/or professional publications within the limit set of \$1,000 in the 2021-22 annual budget. For 2022-23, the limit shall be \$750. For 2023-24, the limit shall be \$500. For 2024-25, the limit shall be \$250. The Superintendent has declined payment for subscriptions for the final year of this Contract.

D. Smartphone:

1. The Board shall provide the Superintendent with a Smartphone, at a one-time cost not to exceed Four Hundred Dollars (\$400), for the Superintendent's use in carrying out the duties of the Superintendent under the terms and conditions of this Contract. The Superintendent agrees to use the District-provided Smartphone only for District business and the Board will pay all required expenses for such use during the life of this Contract.

2. All District-owned equipment provided to the Superintendent shall be returned to the Board Secretary upon the Superintendent's separation from employment in the District.

E. Health Benefits: The Board shall provide the Superintendent and his eligible dependents with full health and medical care coverage. Pursuant to applicable law and regulation, the Superintendent shall contribute an amount toward payment of premiums. The Board shall pay the full premium, minus a contribution by the Superintendent of 15% of the premium cost of such coverage. The contribution percentage shall be paid by the Superintendent through payroll deduction. The Board also shall provide the Superintendent and his eligible dependents with a prescription plan. The Board shall pay the full premium of the prescription and dental plans, minus a contribution by the Superintendent of 15% of the premium cost, of such coverage, which shall be paid through payroll deduction. The Board shall provide the Superintendent annually with a sum of \$750.00 to be drawn upon for dental claims. The Board shall provide the Superintendent annually a sum of \$500.00 to be drawn upon for vision claims.

F. Vacation Leave:

1. The Superintendent shall be entitled to annual paid vacation of 24 working days per year, prorated as applicable. All of the vacation days shall be available for the Superintendent's use on July 1st of each year of the Contract.

2. The Superintendent shall take vacation time only after giving the Board President reasonable notice. School vacations do not constitute time off for the Superintendent, unless using leave time. The Superintendent may take vacation days during the school year, upon notice to the Board President. The Superintendent is expected to attend to the business of the District as required for the smooth and efficient operation of the School District. The Superintendent shall document the use of accrued vacation days with the Board Secretary.

3. The Board encourages the Superintendent to take the full vacation allotment each year; however, not more than 5 vacation days may be carried over by the Superintendent from year to year. All days carried over must be used in the next year, or those days not taken will be forfeited.

4. In the event that the Superintendent's Contract is terminated prior to its expiration, unused vacation time shall be paid on a pro-rated basis of 2 days accrued per month. In the event this Contract is not renewed, earned and unused vacation time will be paid at the Superintendent's daily rate of pay, based upon a 260-day work year, following the Superintendent's last day of employment. In the event of the Superintendent's death, unused accumulated vacation days shall be payable to the Superintendent's Estate.

5. The Superintendent shall be entitled to all holidays granted to other administrators in the District, to include all legal and District holidays. If said holidays fall on days when the District is in session, in-service days, etc., the Superintendent may use the days during a recess or vacation period. These are to include July 4th, Labor Day, Columbus Day, Veterans Day, Thanksgiving Recess (2 days), Christmas Eve and Christmas Day, New Year's Eve and New Year's Day, Martin Luther King Day, President's Day, Good Friday, and Memorial Day.

6. The Superintendent shall be entitled to five (5) days at any one time in the event of death of the Superintendent's spouse, father, mother, child, grandparents, brother, mother-in-law, and or father-in-law. The Superintendent shall also be entitled to five (5) family illness days for a spouse, mother, father, child, brother, sister, mother-in-law and/or father-in-law.

7. The Superintendent shall be responsible for filing a time-off slip, in advance of the time off, as set forth herein, or immediately upon his return to the District in the event of an unplanned absence, with the Board Secretary each time any leave is taken. The Superintendent and Board President shall periodically review the Superintendent's attendance record to assure correctness.

G. Reimbursement:

1. The Superintendent shall be reimbursed for use of his personal vehicle in the performance of the contractual duties in accordance with *N.J.A.C.* 6A:11-12.

2. The Superintendent shall be reimbursed for actual mileage when using his personal vehicle for Board business as annually established by the Annual Appropriations Act or the New Jersey Office of Management and Budget. Reimbursement for the use of a

personal vehicle shall be tendered only upon proof of compliance with applicable regulations.

3. The Board shall reimburse the Superintendent for expenses incurred for travel and sustenance in the performance of the Superintendent's duties under the Contract under the law.

ARTICLE V ANNUAL EVALUATION

A. The Board shall evaluate the performance of the Superintendent at least once a year 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 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 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. The evaluations shall be based upon the criteria adopted by the Board, the goals and objectives of the District, which shall include encouragement of student achievement, the responsibilities of the Superintendent as set forth in the job description for the position of Superintendent, the District's placement on the NJQSAC continuum (with respect to those DPRs that are within the Superintendent's control), and such other criteria as the State Board of Education shall by regulation prescribe.

B. 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 Superintendent's personnel file upon the Superintendent's request. The format used shall be that promulgated by the New Jersey School Boards Association, unless otherwise jointly agreed to by the Board and Superintendent on or before July 1 of any given year. The Superintendent shall be entitled to copies of any back-up materials utilized in the process.

C. The final draft of the annual evaluation shall be adopted by the Board by the date set by law, or July 1 annually, whichever is later. The Superintendent shall propose a schedule for evaluation for the next year to the Board President by the annual organization meeting each year.

D. Within sixty (60) days following the execution of this Contract, the parties shall meet to establish the District's goals and objectives for the ensuing school year. Said goals and objectives shall be reduced to writing and shall be among the criteria by which the Superintendent is evaluated, as hereinafter provided. On, or prior to, June 1 of each succeeding school year, the parties will meet to establish the District's goals and objectives for the next succeeding school year, in the same manner and with the same effect as heretofore described.

E. The parties also agree that the Board shall not hold any discussions regarding the Superintendent's employment, unless the Superintendent is given written notice at least 48 hours

in advance. In addition, the Board shall not hold any discussions with regard to the Superintendent's performance, 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 CONTRACT**

A. This Contract shall terminate, the Superintendent's employment will cease, and no compensation 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 of public employment pursuant to *N.J.S.A. 2C:51-2*;

(4) Mutual agreement of the parties, which agreement by the Superintendent shall not be unreasonably withheld in the event of a vote of no confidence by a majority of the full voting membership of the Board;

(5) Notification, in writing, pursuant to *N.J.S.A. 18A:17-20.1*, by the Board to the Superintendent, at least 150 (one hundred and fifty) calendar days prior to the expiration of this Contract, of the Board's intent not to renew this Contract; or

(6) Material misrepresentation of employment history, educational and professional credentials, and criminal background.

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 the Superintendent 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.

C. Nothing in this Contract shall affect the Board's rights with regard to suspension under *N.J.S.A. 18A:6-8.3* and applicable case law and the Superintendent agrees that the Board may suspend the Superintendent at its discretion.

D. The Superintendent may terminate this Employment Contract upon at least 150 (one hundred and fifty) calendar days' advance written notice to the Board, filed with the Board Secretary, of his intention to resign.

E. The Superintendent shall not be dismissed or reduced in compensation during the term of this Contract, except as authorized by paragraphs A, B, and C. above 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 his/her duties, so long as it continues to pay his salary and benefits for the duration

of the term of this Contract. In the event that the parties agree to enter into an early termination agreement, the parties acknowledge that they understand and agree that such agreement must comply with all the provisions of *P.L. 2007, c. 53, The School District Accountability Act*, and *N.J.A.C. 6A:23A-3.2*, which provide, in part, that the amount to be paid to the Superintendent in salary continuation shall be the lesser of the calculation of three months' pay for every year remaining on the contract, with proration for partial years, not to exceed 12 months. The parties further agree that the law and principles of mitigation shall apply during the period of any such payments.

**ARTICLE VII
RENEWAL - NON RENEWAL**

This Contract shall automatically renew for a term of (5) calendar years, unless one of the following occurs:

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

B. The Board timely notifies the Superintendent in writing that the Superintendent will not be reappointed at the end of the current term, pursuant to Article VI.A.5 above, in which case the Superintendent's employment shall cease upon the expiration of this Contract; or

C. In accordance with such laws and regulations that would require nullification of this Contract.

**ARTICLE VIII
COMPLETE AGREEMENT**

This Contract embodies the entire agreement between the parties hereto relating to the employment of the Superintendent and supersedes any prior or contemporaneous agreements, whether oral or written. This Contract cannot be modified, amended or revised, except by written agreement, signed by all the undersigned parties and approved by the Sussex County Executive County Superintendent, as provided by law.

**ARTICLE IX
SAVINGS CLAUSE**

If, during the term of this Contract, it is found that a specific clause of the Contract is illegal under federal or state law, the remainder of the Contract shall not be affected by such a ruling and shall remain in full force and effect.

**ARTICLE X
RELEASE OF PERSONNEL INFORMATION
PERSONNEL RECORDS**

The Superintendent shall have the right, upon request, to review the contents of the Superintendent's personnel file and to receive copies at Board expense of any documents contained therein. The Superintendent shall be entitled to be accompanied by a representative during such

review. At least once every year, the Superintendent shall have the right to indicate those documents and/or other materials in the Superintendent's file that the Superintendent believes to be obsolete or otherwise inappropriate to retain; and, upon final approval of the Board, such documents identified shall be destroyed.

No material derogatory to the Superintendent's conduct, service, character, or personality shall be placed in the Superintendent's personnel file unless the Superintendent has had an opportunity to review the material. The Superintendent shall acknowledge being provided with the opportunity to review such material by affixing the Superintendent's 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 response to such material.

THE REMAINDER OF THIS PAGE IS INTENTIONALLY LEFT BLANK.

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

SUPERINTENDENT

Joseph S. Piccirillo

Date _____

HOPATCONG BOARD OF EDUCATION

By: _____
Alexander Hamilton McLean
Board President

Date _____

BOARD SECRETARY

Jeffrey Hallenbeck

Date _____

SUPERINTENDENT

Detailed Statement of Contract Costs

District: Hopatcong Borough
 Name: Joseph S. Piccirillo
 Date BOE Authorized Submission to County Office
 District Grade Span
 On Roll Students as of 10-15

	4/21/2021
	Pre K - 12
	1521

	Year 1	Year 2	Year 3	Year 4	Year 5
Contract Term:	2021-22	2022-23	2023-24	2024-25	2025-26

	Year 1	Year 2	Year 3	Year 4	Year 5
<u>Salary</u>					
Salary	\$ 185,500	\$ 189,210	\$ 192,994	\$ 196,854	\$ 200,791
Longevity	\$ -	\$ -	\$ -	\$ -	\$ -
Shared Service	\$ -	\$ -	\$ -	\$ -	\$ -

Total Annual Salary \$ 185,500 \$ 189,210 \$ 192,994 \$ 196,854 \$ 200,791

	Year 1	Year 2	Year 3	Year 4	Year 5
<u>Additional Salary</u>					
Quantitative Merit Goals	\$ -	\$ -	\$ -	\$ -	\$ -
Qualitative Merit Goals	\$ -	\$ -	\$ -	\$ -	\$ -

Total Additional Salary \$ - \$ - \$ - \$ - \$ -

Total Annual Salary plus Additional Salary \$ 185,500 \$ 189,210 \$ 192,994 \$ 196,854 \$ 200,791

Board Contribution for Cost of Premiums for:

Health Insurance	\$ 36,310	\$ 36,310	\$ 36,310	\$ 36,310	\$ 36,310
Prescription Insurance	\$ -	\$ -	\$ -	\$ -	\$ -
Dental Insurance	\$ 750	\$ 750	\$ 750	\$ 750	\$ 750
Vision Insurance	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500
Disability Insurance	\$ -	\$ -	\$ -	\$ -	\$ -
Long-term Care Insurance	\$ -	\$ -	\$ -	\$ -	\$ -
Life Insurance	\$ -	\$ -	\$ -	\$ -	\$ -
Other Insurance - Describe:	\$ -	\$ -	\$ -	\$ -	\$ -
Waiver of Benefits	\$ -	\$ -	\$ -	\$ -	\$ -

Board Contribution for Cost of Premiums \$ 37,560 \$ 37,560 \$ 37,560 \$ 37,560 \$ 37,560

Employee contribution to health benefits as per law \$ 5,447 \$ 5,447 \$ 5,447 \$ 5,447 \$ 5,447

Total Health Benefit Compensation \$ 32,114 \$ 32,114 \$ 32,114 \$ 32,114 \$ 32,114

Other Compensation

Travel and Expense Reimbursement (Estimated Annual Cost)	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500
Professional Development (Capped Amount or Estimated Annual Cost)	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500
Tuition Reimbursement	\$ 4,380	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Mentoring Expenses - Describe:	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
National/State/County/Local/Other Dues	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000
Subscriptions	\$ 1,000	\$ 750	\$ 500	\$ 500	\$ 2,500	\$ -	\$ -	\$ -	\$ -
Board Paid Cell Phone or Reimbursement for Personal Cell Phone	\$ 1,000	\$ 600	\$ 600	\$ 600	\$ 600	\$ 600	\$ 600	\$ 600	\$ 600
Computer for Home use, including supplies, maintenance, internet	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other - Describe:	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Other Compensation	\$ 14,380	\$ 9,350	\$ 9,100	\$ 11,100	\$ 8,600				

Sick and Vacation Compensation

Max Paid for Unused Sick Leave Upon Retirement	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000
Max Paid for Unused Vacation Leave - Retirement or Separation	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000
Total Sick and Vacation Compensation	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000
TOTAL CONTRACT COSTS	\$ 261,994	\$ 260,674	\$ 264,208	\$ 270,068	\$ 271,505				