

STATE OF NEW JERSEY  
DEPARTMENT OF EDUCATION  
SOMERSET COUNTY OFFICE  
P.O. Box 3000  
27 WARREN STREET, 4<sup>TH</sup> FLOOR  
SOMERVILLE, NEW JERSEY 08876-1262  
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PHILIP D. MURPHY  
GOVERNOR

SHEILA Y. OLIVER  
LT. GOVERNOR

ANGELICA ALLEN-MCMILLIAN ED.D.  
ACTING COMMISSIONER

ROGER A. JINKS  
INTERIM EXECUTIVE COUNTY  
SUPERINTENDENT

May 25, 2023

Mr. Steve Singer, Board President  
Bridgewater-Raritan Regional School District  
836 Newmans Lane  
Bridgewater, NJ 08807

Dear Mr. Singer:

I have received the proposed employment contract for Robert Beers, Superintendent, Bridgewater-Raritan Regional 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 effective July 01, 2023 through June 30, 2028.

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 contract to my office, along with the Detailed Statement of Costs.

Thank you,

A handwritten signature in black ink, appearing to read "Roger A. Jinks".

Roger A. Jinks  
Interim Executive County Superintendent

Cc: Mr. Robert Beers, Superintendent of Schools

## **SUPERINTENDENT OF SCHOOLS EMPLOYMENT AGREEMENT**

This Agreement is made this 18 day of July, 2023 between the **BRIDGEWATER-RARITAN REGIONAL BOARD OF EDUCATION** in Somerset County with offices located at 836 Newmans Lane, Bridgewater, New Jersey 08807 (hereinafter "the Board") and **ROBERT BEERS** (hereinafter "the Superintendent"). In consideration of the following mutual promises and obligations, the Parties agree as follows:

### **I. EMPLOYMENT**

The Board hereby agrees to employ Robert Beers as Superintendent of Schools for a period commencing July 1, 2023 through June 30, 2028.

### **II. CERTIFICATION**

The Parties acknowledge that the Superintendent currently possesses and shall maintain the requisite certifications for the position of Superintendent of Schools throughout the term of employment as provided in this Agreement.

### **III. REVOCATION CLAUSE**

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

### **IV. 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 Agreement.

B. To devote the Superintendent's full time, skills, labor, and attention to this employment during the term of this Agreement; and further, agrees not to undertake consultative work, speaking engagements, writing, lecturing, or other professional duties for compensation without written notice to the Board. Should the Superintendent choose to engage in such outside activities on weekends, on his 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 the provisions in this Agreement governing time off. The Board recognizes that the demands of the Superintendent's position require him to work long and irregular hours, and occasionally may require that he 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 him. The Superintendent shall have the right to contact the Board's attorney for legal assistance as the need arises in carrying out his duties. The members of the Board, individually and collectively, will promptly refer to the Superintendent any and all criticisms, complaints and suggestions concerning the operation and management of the districts called to their attention. Any such references shall be discussed by the Board members at a scheduled meeting of the Boards and a consensus sought to direct the Superintendent to study, recommend, and/or take action.

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 discretion.

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 him that his employment will be discussed in closed session, and the Superintendent has 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 District.

H. 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 District.

I. 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. A copy of the job description, is annexed hereto and made a part hereof as Exhibit A. The Board shall not substantially increase the duties of the Superintendent by assigning him the duties or responsibilities of another position or title unless the Parties agree upon additional compensation commensurate with such increase in duties and the additional compensation is reflected in an addendum to this Agreement and such addendum has been approved by the Executive County Superintendent. The Superintendent shall, at all times, adhere to all applicable federal and State statutes, rules, regulations, codes, and executive orders, as well as Board policies and regulations.

## **V. SALARY**

During the term of the Employment Contract, including any extensions thereof, the Superintendent shall not be dismissed or reduced in compensation except as allowable by law. Any adjustment in salary made during the life of this Employment Agreement shall comply with N.J.A.C. 6A:23A-3.1, the public notice provisions of N.J.S.A. 18A:11-11 and must be submitted, along with a detailed cost statement to the ECS for review and approval prior to Board approval. All such amendments shall become part of this Agreement, but it shall not be deemed that the Board and the Superintendent have entered into a new employment agreement.

A. Salary. The Board shall provide the following salary as the Superintendent's base compensation, which shall be paid to the Superintendent in accordance with the schedule of salary payments in effect for other certified employees and pro-rated for any period of service less than one full year:

1. The Board shall pay the Superintendent an annual salary of two hundred forty-seven thousand, five hundred dollars (\$247,500) for the period July 1, 2023 through June 30, 2024.
2. The Board shall pay the Superintendent an annual salary of two hundred fifty-four thousand, nine hundred twenty-five dollars (\$254,925) for the period July 1, 2024 through June 30, 2025.
3. The Board shall pay the Superintendent an annual salary of two hundred sixty-two thousand, five hundred seventy-two dollars and seventy-five cents (\$262,572.75) for the period July 1, 2025 through June 30, 2026.
4. The Board shall pay the Superintendent an annual salary of two hundred seventy thousand, four hundred fifty dollars (\$270,450) for the period July 1, 2026 through June 30, 2027.
5. The Board shall pay the Superintendent an annual salary of two hundred seventy-eight thousand, five hundred sixty-three dollars and fifty cents (\$278,563.50) for the period July 1, 2027 through June 30, 2028.

B. Merit Bonus. The Parties agree that the Superintendent shall not receive a merit bonus in addition to his annual salary.

## VI. HEALTH BENEFITS

The Superintendent is entitled to full individual or family health and dental benefits. Pursuant to applicable law and regulation, the employee shall contribute an amount toward payment of premiums. The Superintendent shall contribute through a payroll deduction toward the cost of health insurance premiums in accordance with *N.J.A.C. 6A:23A-3.1(e)(5)* and in no case shall the Employee pay less than 1.5% of his base salary in accordance with *N.J.S.A. 18A:16-17 (P.L. 1979. c 391)*, or as required by *N.J.S.A. 18A:16-13.2 (P.L. 2020, c.44)*, and any implementing regulations. The Superintendent, at his discretion, may waive health insurance coverage. In the event that he waives coverage, the Board shall pay the lesser of \$5,000 or twenty-

five percent (25%) of the premium saved by the Board as a result of the waiver. The payment may be pro-rated in accordance with the timing of the waiver. The Superintendent shall be permitted to re-enroll in the health insurance plan if there is a change in family status such as a death or divorce or for any other reason.

For the 2023-2024 school year, the Superintendent intends to waive health benefits and shall be paid a waiver amount of \$5,000 accordingly.

## **VII. LEAVES**

A. Sick Leave. The Superintendent shall receive fourteen (14) days of sick leave on July 1<sup>st</sup> of each year covered by this Agreement. The fourteen (14) days of sick leave per year do not accrue on a pro-rated/monthly basis; instead, all fourteen (14) days of sick leave are available for immediate use as of July 1<sup>st</sup> of each year covered by this Agreement. The unused portion of such leave, at the end of any year (July 1<sup>st</sup> through June 30<sup>th</sup>), shall be cumulative. Upon retirement, the Superintendent shall be compensated for his unused sick days at his *per diem* rate in accordance with N.J.A.C. 6A:23A-3.1(e)(8). Throughout this Agreement, the *per diem* rate shall be calculated as 1/260 of his then-current salary. Reimbursement for sick days shall be consistent with the law in effect at the time this Agreement is signed and any payment hereunder shall be made within thirty (30) days of the Superintendent's last day of employment. In no event shall the payment exceed the sum of fifteen thousand dollars (\$15,000), in accordance with N.J.S.A. 18A:30-3.5.

### **B. Vacation Leave**

1. The Superintendent shall be entitled to an annual vacation of twenty-six (26) working days per year (July 1<sup>st</sup> through June 30<sup>th</sup>). All of the vacation days shall be available for the Superintendent's use on July 1<sup>st</sup> of each year of the Agreement.

2. The Superintendent shall take his vacation time after giving the Board President reasonable notice. The Superintendent may take vacation days during the school year, upon written 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 District. The Superintendent shall document the use of accrued vacation days with the Board Secretary.

3. The Board encourages the Superintendent to take his full vacation allotment each year (July 1<sup>st</sup> through June 30<sup>th</sup>); however, not more than ten (10) 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 shall be forfeited in accordance with N.J.S.A. 18A:30-9.1.

4. In the event that the Superintendent has unused vacation leave at the time that his employment with the Board terminates, he shall be paid at the rate of 1/260 of his then-current annual salary for each day<sup>of</sup> unused accumulated vacation leave, up to a maximum of thirty-two (32) days. Any such payment shall be made within thirty (30) days of the Superintendent's last day of employment in accordance with N.J.A.C. 6A:23A-3.1(e)(9).

5. In the event of the Superintendent's death, payment for the value of any unused vacation days shall be made to the Superintendent's estate in accordance with N.J.A.C. 6A:23A-3.1(e)(9).

B. Holiday Leave. The Superintendent shall be entitled to all holidays granted to other administrators in the District.

C. Personal Leave. The Superintendent shall be entitled to five (5) personal days, to attend to personal business during the school day, with full pay during the work year (July 1<sup>st</sup> through June 30<sup>th</sup>). Personal days may be taken during the school year with the prior notice to the Board President, which shall not be unreasonably withheld. As much advance notice as possible of the request to take personal time shall be given to the Board President by the Superintendent. Personal day usage shall be reflected on time-off slips filed with the Board Secretary. Unused personal leave days convert to carried-over sick leave days at the conclusion of the school year in accordance with NJSA 18A:30-7, except that no person may be allowed to increase their total accumulation by more than fifteen (15) days in any one year.

D. Bereavement Leave. The Superintendent shall be entitled to five (5) days of paid bereavement leave per year. Unused bereavement days shall not be carried over to subsequent years.

E. Attendance Record. 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.

## **VIII. PROFESSIONAL MEMBERSHIPS AND DEVELOPMENT**

The Superintendent shall be entitled to membership, at the Board's expense, for professional dues in the following professional associations: American Association of School Administrators ("AASA"), New Jersey Association of School Administrators ("NJASA"), and the Somerset County Association of School Administrators ("SCASA"). The Superintendent also shall be entitled to reimbursement for expenses incurred for attendance at professional conferences/professional development up to three thousand two hundred fifty dollars (\$3,250) per school year and 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 all applicable Board policies.

## **IX. MILEAGE REIMBURSEMENT**

The Superintendent shall be reimbursed for actual mileage when using his personal vehicle for Board business, meetings, conventions, trainings, etc. 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 not to exceed an amount determined annually by the Board.

## **X. TUITION REIMBURSEMENT**

In accordance with N.J.A.C. 6A:23A-3.1(e)16, the Board shall reimburse the Superintendent for tuition costs incurred for graduate level courses at an accredited institution of higher education that are part of a formal program of studies, which culminates in the acquisition of a Doctoral Degree conferred by a regionally accredited institution, college or university in an area or discipline judged to be of benefit to the Board. The Superintendent shall seek Board approval prior to enrolling in any graduate course for which reimbursement is sought pursuant to this Paragraph. Reimbursement is subject to the conditions enumerated at N.J.S.A. 18A:6-8.5. Reimbursement shall be subject to submission of transcripts showing completed courses and grades. In the event the Superintendent unilaterally terminates this Agreement prior to completion of at least three full years of service, then he shall be obligated and hereby promises to refund to



the Board all tuition payments received up to the date of said termination, which amount shall be repaid in full upon the effective date of termination.

#### **XI. 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 or in his official capacity as agent and/or employee of the Board, provided the incident which is the subject of any such demand, claim, suit, action or legal proceeding, arose while the Superintendent was acting within the scope of his employment. If, in the good faith opinion of the Superintendent and Board counsel, a conflict exists in regard to the defense of any claim, demand or action brought against the Superintendent, and the position of the Board in relation thereto, the Superintendent may engage his own legal counsel, in which event the Board shall indemnify the Superintendent for reasonable costs of his legal defense. The Board further agrees to cover the Superintendent under the Board's liability insurance policies, including employment practices liability coverage, in the minimum amount of one million dollars (\$1,000,000).

#### **XII. ANNUAL EVALUATION**

A. The Board shall evaluate the performance of the Superintendent at least one time per year, on or before June 30<sup>th</sup>, in accordance with statutes, regulations and Board policy relating to the evaluation of the Superintendent. Each annual evaluation shall be in writing and shall represent a majority of the full membership of the Board. Prior to finalization, 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. 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 evaluation in question. On or before June 1<sup>st</sup> of each year of this Employment Agreement, the Superintendent and the Board shall meet to review the evaluation format and to mutually determine the evaluation format to be used in the subsequent school year. The final draft of the annual evaluation shall be adopted by the Board by July 31<sup>st</sup> of each year of this Agreement. The Superintendent shall propose a schedule for evaluation for the next year to the Board President by the annual organization meeting each year.

B. On or before June 1<sup>st</sup> of each year of this Employment Agreement, 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. In year one of this Employment Agreement, the Parties shall meet for this purpose on or before September 1<sup>st</sup>.

C. The Parties also agree that the Board shall not hold any discussions, or take any negative action, regarding the Superintendent's employment, unless the Superintendent is given written notice at least forty-eight (48) hours in advance, and the Superintendent is given the opportunity to address the Board in closed session with a representative of his choosing. 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. In the event that the Superintendent is served with a Rice notice and chooses to have the ensuing discussion in closed session, at a minimum, the Superintendent shall be given the opportunity to address the Board in closed session and to bring a representative of his choosing.

### **XIII. TERMINATION OF EMPLOYMENT AGREEMENT**

A. This Agreement shall terminate and the Superintendent's employment will cease, under any one of the following circumstances:

1. Failure to possess/obtain proper certification;
2. Revocation of the Superintendent's certificate, in which case, this Agreement shall be null and void as of the date of revocation, as required by N.J.S.A. 18A:17-15.1;
3. Forfeiture under N.J.S.A. 2C:51-2;
4. Mutual agreement of the Parties;
5. Unsatisfactory criminal history background check;
6. Notification in writing by the Board to the Superintendent, on or before January 31, 2028 of the Board's intent not to renew this Agreement;
7. Material misrepresentation of employment history, educational and professional credentials, and criminal background, subject to the provisions of N.J.S.A. 18A:6-10; or
8. Termination pursuant to N.J.S.A. 18A:17-20.2.

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 him 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 unless the Board certifies contractual tenure charges.

C. Nothing in this Agreement shall affect the Board's rights with regard to suspension under N.J.S.A. 18A:6-8.3 and applicable case law.

D. The Superintendent may terminate this Employment Agreement upon at least ninety (90) calendar days' 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 Agreement, except as authorized by paragraphs B and C *supra* and N.J.S.A. 18A:17-20.2(a), provided, however, that the Board shall have the authority to relieve the Superintendent of the performance of his duties, in accordance with N.J.S.A. 18A:27-9 and N.J.A.C. 6A:23A-3.2, so long as it continues to pay his salary and benefits for the duration of the term. The Parties understand that any early termination must comply with the provisions of P.L. 2007, c.53, *The School District Accountability Act*.

**XIV. RENEWAL / NON-RENEWAL**

This Employment Agreement shall automatically renew for a term of five (5) school years, expiring June 30, 2033, unless either of the following occurs:

A. The Board by written agreement reappoints the Superintendent for a different term allowable by law; or

B. The Board notifies the Superintendent in writing, on or prior to January 31, 2028, that he will not be reappointed at the end of the current term, in which case his employment shall cease upon the expiration of this Agreement in accordance with N.J.S.A. 18A:17-20.1.

**XV. COMPLETE AGREEMENT**

This Agreement embodies the entire agreement and understanding between the Parties hereto and cannot be varied except by written agreement of the undersigned Parties.

**XVI. SAVINGS AND CONFLICTS 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.

**XVII. MODIFICATIONS**

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.

**XVIII. PERSONNEL RECORDS**

The Superintendent shall have the right, upon request, to review the contents of his personnel file and to receive copies at Board expense of any documents contained therein. The

Superintendent shall be entitled to have a representative accompany him during such review. At least once every year, the Superintendent shall have the right to indicate those documents and/or other materials in his file that he believes to be obsolete or otherwise inappropriate to retain; and, upon final approval of the Board, such documents identified by him shall be destroyed.

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

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

SUPERINTENDENT



Robert Beers

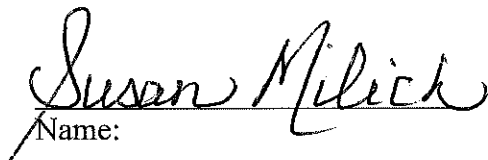
Date: 7/19/23

BRIDGEWATER-RARITAN REGIONAL  
BOARD OF EDUCATION

  
Steven Singer, Board President

Date: 7/18/23

WITNESS:

  
Name:

Date: 7/19/23

WITNESS:

  
Peter Starrs, Board. Secretary, Bus. Admin.

Date: 7/18/23

# SUPERINTENDENT

## Detailed Statement of Contract Costs

District: **BRIDGEWATER-RARITAN**

Name: **Robert Beers**

District Grade Span: **PK-12**

On Roll Students as of 10-15-22: **7,957.5**

	Year 1	Year 2	Year 3	Year 4	Year 5
Contract Term:	2023-24	2024-25	2025-26	2026-27	2027-28
<b>Salary</b>					
Base Salary	\$ 247,500	\$ 254,925	\$ 262,573	\$ 270,450	\$ 278,564
Shared Service		\$ -	\$ -	\$ -	\$ -
Longevity	\$ -	\$ -	\$ -	\$ -	\$ -
<b>TOTAL ANNUAL SALARY</b>	<b>\$ 247,500</b>	<b>\$ 254,925</b>	<b>\$ 262,573</b>	<b>\$ 270,450</b>	<b>\$ 278,564</b>
<b>Additional Salary</b>					
Quantitative Merit Goals		\$ -	\$ -	\$ -	\$ -
Qualitative Merit Goals		\$ -	\$ -	\$ -	\$ -
Additional Compensation - Describe:					\$ -
Total Additional Salary	\$ -	\$ -	\$ -	\$ -	\$ -
<b>TOTAL ANNUAL SALARY PLUS ADDITIONAL COMPENSATION</b>	<b>\$ 247,500</b>	<b>\$ 254,925</b>	<b>\$ 262,573</b>	<b>\$ 270,450</b>	<b>\$ 278,564</b>
<b>Total Premiums for:</b>					
Health Insurance	\$ -	\$ -	\$ -	\$ -	\$ -
Prescription Insurance	\$ -	\$ -	\$ -	\$ -	\$ -
Dental Insurance	\$ -	\$ -	\$ -	\$ -	\$ -
Vision Insurance	\$ -	\$ -	\$ -	\$ -	\$ -
Disability Insurance	\$ -	\$ -	\$ -	\$ -	\$ -
Other Insurance - Describe:	\$ -	\$ -	\$ -	\$ -	\$ -
Waiver of Benefits	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
Total Cost of Premiums	\$ -	\$ -	\$ -	\$ -	\$ -
Employee Contribution to Premiums as Per Law	\$ -	\$ -	\$ -	\$ -	\$ -
<b>TOTAL HEALTH BENEFITS COMPENSATION</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Other Compensation</b>					
Travel and Expense Reimbursement (Estimated Annual Cost)	\$ 1,750	\$ 1,750	\$ 1,750	\$ 1,750	\$ 1,750
Professional Development (Capped Amount or Estimated Annual Cost)	\$ 3,250	\$ 3,250	\$ 3,250	\$ 3,250	\$ 3,250
Tuition Reimbursement	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
Mentoring Expenses - Describe:	\$ -	\$ -	\$ -	\$ -	\$ -
National/State/County/Local/Other Dues	\$ 3,250	\$ 3,250	\$ 3,250	\$ 3,250	\$ 3,250
Subscriptions	\$ -	\$ -	\$ -	\$ -	\$ -
Board Paid Cell Phone or Reimbursement for Personal Cell Phone					
Computer for Home use, including supplies, maintenance, internet	\$ -	\$ -	\$ -	\$ -	\$ -
Other - Describe:	\$ -	\$ -	\$ -	\$ -	\$ -
<b>TOTAL OTHER COMPENSATION</b>	<b>\$ 13,250</b>	<b>\$ 13,250</b>	<b>\$ 13,250</b>	<b>\$ 13,250</b>	<b>\$ 13,250</b>
<b>Sick and Vacation Compensation</b>					
Max Paid for Unused Sick Leave Upon Retirement	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000
Max Paid for Unused Vacation Leave - Retirement or Separation	\$ 30,461.54	\$ 31,375	\$ 32,317	\$ 33,286	\$ 34,284.74
Total Sick and Vacation Compensation	\$ 45,462	\$ 46,375	\$ 47,317	\$ 48,286	\$ 49,285
<b>TOTAL CONTRACT COSTS</b>	<b>\$ 306,212</b>	<b>\$ 314,550</b>	<b>\$ 323,139</b>	<b>\$ 331,986</b>	<b>\$ 341,098</b>