

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  
PHONE: 908-541-5700  
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PHILIP D. MURPHY  
GOVERNOR

TAHESHA L. WAY  
LT. GOVERNOR

KEVIN DEHMER  
COMMISSIONER

ROGER A. JINKS  
INTERIM EXECUTIVE COUNTY  
SUPERINTENDENT

March 28, 2025

Ms. Justina Breen  
Board President  
Manville School District  
1110 Brooks Boulevard  
Manville, NJ 08815

Dear Ms. Breen:

I have received the proposed employment contract for Jamil Maroun, Superintendent, Manville 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 1, 2025 through June 30, 2030.

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,

Roger A. Jinks  
Somerset County  
Interim Executive County Superintendent

## EMPLOYMENT CONTRACT

**THIS EMPLOYMENT CONTRACT** is made this \_\_\_\_\_ day of \_\_\_\_\_ 2025, between the **MANVILLE BOARD OF EDUCATION** in Somerset County (hereinafter “the Board”) with offices located at 1100 Brooks Boulevard, Manville, New Jersey and **JAMIL MAROUN, Ed.D.** (hereinafter “the Superintendent”). Effective July 1, 2025, this Employment Contract replaces and supersedes all prior Employment Contracts between the parties hereto. Signature of this Contract constitutes assent to a rescission of any and all prior contracts, as well as agreement to the terms herein.

### WITNESSETH

**WHEREAS**, the Board desires to employ the Superintendent as the Chief School Administrator 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 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 **JAMIL MAROUN** as Superintendent of Schools for the period July 1, 2025 through 11:59 p.m. June 30, 2030. The parties acknowledge that this Contract must be approved by the Somerset 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.

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 post-secondary 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 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, and existing Board Policy.

B. 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.

C. 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 of 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 provisions in this Contract governing time off.

D. 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.

E. 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*.

F. 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.

G. 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 district called to their attention. Any such references shall be discussed by the Board members at a scheduled meeting of the Board and a consensus sought to direct the Superintendent to study, recommend and/or take action.

H. 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.

I. 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 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. In the event that the Superintendent is served with a *Rice* notice, and he chooses to have the ensuing discussion in closed session, at a minimum, he shall have the right to address the board in closed session and to bring a representative of his choosing.

J. 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.

To perform all duties of the Office of the Superintendent and such other duties as may be prescribed by the Board from time to time. The Superintendent shall adhere to all applicable

federal and state statutes, rules, regulations, and executive orders, as well as district policies and regulations at all times. 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, the additional compensation is reflected in an addendum to this Contract, and such addendum has been approved by the Executive County Superintendent.

**ARTICLE IV**  
**SALARY AND BENEFITS**

A. Any adjustment in salary made during the life of this Employment Contract shall be in the form of an amendment and shall become part of this Employment 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. For the period from July 1, 2025 through June 30, 2026, the Board shall pay the Superintendent an annual salary of \$195,000.00 (pro-rated).
- b. For the period from July 1, 2026 through June 30, 2027, the Board shall pay the Superintendent an annual salary of \$200,850.00.
- c. For the period from July 1, 2027 through June 30, 2028, the Board shall pay the Superintendent an annual salary of \$206,875.00.
- d. For the period from July 1, 2028 through June 30, 2029, the Board shall pay the Superintendent an annual salary of \$213,082.
- e. For the period from July 1, 2029 through June 30, 2030, the Board shall pay the Superintendent an annual salary of \$219,474.
- f. This annual salary rate shall be paid to the Superintendent in accordance with the schedule of salary payments in effect for other certified

employees.

2. Notwithstanding the foregoing, no salary increase of any kind will take effect on midnight June 30, 2030 (the final day of this Contract) unless the parties have agreed to a new contract that has been approved by the Somerset County Executive County Superintendent. Any renewal 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.*
3. During the term of this Employment Contract, including any extension hereof, the Superintendent shall not be reduced in compensation and/or benefits except as otherwise provided by law.
4. The Superintendent shall have the right during the Superintendent's employment, to take a reduction in salary and require the Board to use an amount corresponding to such reduction to purchase a tax-sheltered annuity and/or mutual fund investment in accordance with N.J.S.A. 18A:66-127, et seq. and applicable tax laws, including Sections 403 (b) and 457(b) of the Federal Internal Revenue Code. The maximum amount of reduction in salary authorized shall be the maximum tax deferral amount permitted by the Federal Internal Revenue Code.
5. The Superintendent shall not be entitled to a merit bonus.

**B. Sick Leave.** The Superintendent shall receive 15 sick days annually. Unused sick leave days shall be cumulative in accordance with the provisions of Title 18A. Upon retirement and notice to the Board, the Superintendent shall be reimbursed, for all unused accumulated sick days at the rate of  $1/260$  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. Payment for unused sick days shall be made within thirty (30) days of the Superintendent's date of

separation from the district.

**C. Professional Membership and Professional Development.** The Superintendent shall be entitled to membership at the Board's expense for professional dues in the following professional associations: NJASA, AASA, and the Somerset County Administrators Association and/or other organizations deemed important by the Superintendent and the Board. The Superintendent shall also be entitled to reimbursement for expenses incurred for attendance at professional conferences (selection of which to be mutually agreed upon by the Superintendent and Board) 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.), at a maximum cost not to exceed \$3,250 per school year. 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 and NJASBO Workshop/Convention, TECHSPO, the annual conference of the NJASA, and one national conference on an annual basis. Reimbursement or payment for such expenses shall be made in accordance with P.L. 2007, c. 53, The School District Accountability Act, affiliated regulations and Board policies.

The Board encourages the continuing professional growth of the Superintendent through his/her participation, as he might decide in light of his responsibilities as the Superintendent, in the following:

A. The operations, programs, and activities conducted or sponsored by local, state and national school administrator and/or school Board associations;

B. Seminars and courses offered by public or private educational institutions;

C. Informational meetings with other persons whose particular skills or backgrounds would serve to improve the capacity of the Superintendent to perform his/her professional responsibilities for the Board;

D. Visits to other educational institutions and/or school districts; and

E. Other activities promoting the professional growth of the Superintendent.

In particular, the Superintendent shall be permitted to participate in the Harvard Education certification course(s) on a yearly basis at Board expense at a cost not exceed \$3,500 per school year.

**Health Benefits.**

1. The Board shall provide the Superintendent with individual or family health benefits coverage, at his option. The Superintendent shall contribute toward premium costs for all such coverages set forth in P.L. 2011, Chapter 78, or P.L. 2020, Chapter 44 as applicable and any implementing regulations. This provision shall in no way link this Contract with any agreement collectively negotiated with district employees. The contribution toward premium costs shall be paid by the Superintendent through payroll deduction.
2. The Superintendent may waive coverage in any of the health benefits plans if covered through a spouse, civil union or domestic partner's health plan and in accordance with procedures established by the Board. The Superintendent will be paid the lesser of twenty-five percent (25%) of the premium saved or five thousand dollars (\$5,000.00) for waiving such coverage.

**D. Vacation Leave.**

1. The Superintendent shall be entitled to an annual vacation as follows:
  - a. Commencing on July 1, 2025, twenty-five (25) working days per year, prorated.
  - b. Commencing on July 1, 2026, twenty-five (25) working days per year, prorated.

- c. Commencing on July 1, 2027, twenty-five (25) working days per year, prorated.
  - d. Commencing on July 1, 2028, twenty-five (25) working days per year, prorated.
  - e. Commencing on July 1, 2029, twenty-five (25) working days per year, prorated.
  - f. All vacation days shall be available for the Superintendent's use on July 1st of each year of the Contract, but it is understood and agreed that they are earned on a monthly pro-rata basis.
2. The Superintendent may take vacation days at any time upon written notice to the Board President and 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; however, when the District's business demands prevent him from using them, the superintendent may carry over fifteen (15) unused vacation days from year to year. All days carried over must be used in the next year, or those days not taken will be forfeited.
  4. Upon separation from employment, the Superintendent shall be paid for his unused, accumulated vacation days. The per diem rate for unused vacation days shall be calculated as 1/260<sup>th</sup> of the Superintendent's final salary. The Board shall make any such payment within thirty (30) days after the Superintendent's last day of employment. In the event of the Superintendent's death, payment for his unused accumulated vacation days shall be made to his estate.

**E. Holiday Leave.** The Superintendent shall be entitled to all holidays granted to other administrators in the district.

**F. 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. Personal days may be taken with notification to the Board President as soon as reasonably possible. Personal day usage shall be reflected on time-off slips filed with the Board Secretary. Personal days are non-cumulative and non-reimbursable.

**G. Mileage Reimbursement.** 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.

**H. 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.

**I. Laptop Computer and Cell Phone.** The Board agrees to provide the Superintendent with a laptop computer for his professional use. The Board agrees to provide the Superintendent with a cell phone for his professional use. Incidental personal use of these devices shall be permissible. The Superintendent shall execute, and be bound by, whatever technology-related agreements govern other district employees who are issued district-owned equipment.

**J. Tuition Reimbursement.** 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 leading to the awarding of a Doctoral Degree 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 of study. Tuition Reimbursement is subject to the conditions

enumerated in N.J.S.A. 18A:6-8.5 and may not exceed \$7,000 in any given school year. The Superintendent must receive at least a grade of B in any course to secure reimbursement. If the Superintendent voluntarily leaves employment with the district, he shall repay his tuition reimbursement to the district on the following schedule: (a) within one (1) year of reimbursement – 100% payback; (b) within two (2) years of reimbursement – 75% payback; (c) within three (3) years of reimbursement – 50% payback; (d) within four (4) years of reimbursement – 25% payback. In the event the Board is required to pursue legal action to recoup reimbursement owed by the Superintendent pursuant to this paragraph, the Superintendent shall be responsible for the Board's court costs and attorney fees associated with that action.

**K. Disability Insurance.** The Superintendent may purchase disability insurance through the district at his own expense for the duration of the Contract.

**L. 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, a conflict exists in regard to the defense of any claim, demand or action brought against him, 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 the 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 \$1 million.

**M. Bereavement Leave.** The Superintendent shall be entitled to five (5) days of leave per incident, without loss of pay due to the death of his father, mother, wife, partner in a civil union, brother, sister, father-in-law, mother-in-law, son, daughter, grandchild, or any person permanently

living with the Superintendent. The Superintendent shall be entitled to two (2) days of leave per incident, without loss of pay due to the death of a sister-in-law, brother-in-law, aunt, uncle, or other near relative. The Superintendent may not carry over unused bereavement days from one school year to the next, and shall not be entitled to payout for unused bereavement days.

**ARTICLE V**  
**ANNUAL EVALUATION**

A. The Board shall evaluate the performance of the Superintendent at least once a year on or before June 30<sup>th</sup> 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. 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.

The Superintendent shall receive copies of all back- up materials utilized in the process. On or before August 1st of each year of this Employment Contract, 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 June 30 of each year of this Contract. The Superintendent shall propose a schedule for evaluation for the next year to the Board President by the annual organization meeting each year.

B. To the extent they have not already done so, within sixty (60) days of the execution of this Employment Contract, the parties shall meet to establish the district's goals and objectives for the ensuing school year. Said goals and objectives shall be in writing and shall include the criteria by which the Superintendent is evaluated, as hereinafter provided. On or prior to August 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.

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 48 hours in advance and 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 regarding 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.

#### **ARTICLE VI** **TERMINATION OF EMPLOYMENT CONTRACT**

A. This Contract shall terminate and the Superintendent's employment in his role as Superintendent of Schools will cease 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 under *N.J.S.A.* 2C:51-2;
- (4) mutual agreement of the parties;
- (5) notification in writing by the Board to the Superintendent, at least 150 calendar days prior to the expiration of this Contract, of the Board's intent not to renew this Contract in accordance with Article VII and subject to *N.J.S.A.* 18A:6-10, et seq.; or
- (6) material misrepresentation of employment history, educational and professional credentials, and criminal background in accordance with *N.J.S.A.* 18A:17-15, et seq.

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 Contract shall affect the Board's rights regarding suspension under *N.J.S.A.* 18A:6-8.3 and applicable case law.

D. The Superintendent may terminate this Employment Contract upon at least 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 Contract, except as authorized by paragraphs B. and C. *supra* 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 duties in accordance with *N.J.S.A.* 18A:27-9, 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*.

**ARTICLE VII**  
**RENEWAL – NON-RENEWAL**

This Employment Contract shall automatically renew annually for a term of five years, expiring June 30, 2035, unless either of the following occurs:

- A. the Board by contract reappoints the Superintendent for a different term allowable by law; or
- B. the Board notifies the Superintendent in writing at least 150 days prior to the end of the contract term 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 Contract. Any action by the Board to non-renew this Contract shall be by an affirmative vote of majority of the full membership of the Board. Pursuant to *N.J.S.A. 18A:17-20.4*, the Superintendent retains all tenure rights accrued in any position which he previously held in the District. The Superintendent shall also continue to accrue seniority in all positions in which he achieved tenure in the District. The Superintendent shall have the right to assert all tenure and seniority rights in the event that the Board does not renew the Superintendent for any reason.

Pursuant to *N.J.S.A. 18A:17-20.4*, the Superintendent retains all tenure rights accrued in any position which he previously held in the District. The Superintendent shall also continue to accrue seniority in all positions in which he achieved tenure in the District.

The Superintendent shall have the right to assert all tenure and seniority rights in the event that the Board does not renew the Superintendent for any reason.

**ARTICLE VIII**  
**COMPLETE AGREEMENT**

This Contract embodies the entire agreement between the parties hereto and cannot be varied except by written agreement of the undersigned parties.

**ARTICLE IX**  
**SAVINGS AND CONFLICTS 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 Employment Contract is not affected by such a ruling and shall remain in full force. In the event of any conflict between the terms, conditions and provisions of this Employment Contract and the provisions of the Board's policies or any permissive federal or State law, the terms of this Employment Contract shall take precedence over the contrary provisions of the Board's policies or any such permissive law, unless otherwise prohibited by law.

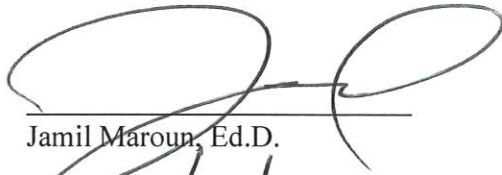
**ARTICLE X**  
**RELEASE OF PERSONNEL INFORMATION**  
**PERSONNEL RECORDS**

Upon request, the Superintendent shall have the right to review the contents of his personnel file and to receive copies at Board expense of any documents contained therein and 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. The provisions of this paragraph shall be subject to any superseding legal requirements concerning retention or destruction of government records.

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 Contract effective on the day and year first mentioned above.

**SUPERINTENDENT**



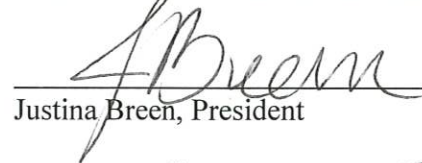
Jamil Maroun, Ed.D.

Date: 5/19/25

WITNESS:



**BOARD OF EDUCATION OF THE  
MANVILLE SCHOOL DISTRICT**



Justina Breen, President

Date: 5.12.25

WITNESS:



<b>SUPERINTENDENT</b>					
<b>Detailed Statement of Contract Costs</b>					
District: Manville Board of Education					
Name: Jamil Maroun					
Job Title: Superintendent					
District Grade Span: PK-12					
On Roll Students as of 10-2024: 1641.5					
	Year 1	Year 2	Year 3	Year 4	Year 5
	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030
<b>Salary</b>					
Salary	\$ 195,000	\$ 200,850	\$ 206,875	\$ 213,082	\$ 219,474
Subcontracted Services	\$ -	\$ -	\$ -	\$ -	\$ -
Longevity	\$ -	\$ -	\$ -	\$ -	\$ -
Total Annual Salary	\$ 195,000	\$ 200,850	\$ 206,875	\$ 213,082	\$ 219,474
<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>\$ 195,000</b>	<b>\$ 200,850</b>	<b>\$ 206,875</b>	<b>\$ 213,082</b>	<b>\$ 219,474</b>
Board Contribution for Cost of Premiums for:	\$ -	\$ -	\$ -	\$ -	\$ -
Health Insurance	\$ -	\$ -	\$ -	\$ -	\$ -
Prescription Insurance	\$ -	\$ -	\$ -	\$ -	\$ -
Dental Insurance	\$ -	\$ -	\$ -	\$ -	\$ -
Vision Insurance	\$ -	\$ -	\$ -	\$ -	\$ -
Disability Insurance	\$ -	\$ -	\$ -	\$ -	\$ -
Other Insurance-Describe: Liability (Estimated)	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
Waiver of Benefits	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
Section 125 Plan Reimbursements-Describe:	\$ -	\$ -	\$ -	\$ -	\$ -
Board Contribution for Cost of Premiums	\$ 7,000	\$ 7,000	\$ 7,000	\$ 7,000	\$ 7,000
Employee Contribution to Premiums as per Law	\$ -	\$ -	\$ -	\$ -	\$ -
<b>TOTAL HEALTH BENEFITS COMPENSATION</b>	<b>\$ 7,000</b>	<b>\$ 7,000</b>	<b>\$ 7,000</b>	<b>\$ 7,000</b>	<b>\$ 7,000</b>
<b>Other Compensation</b>					
Travel and Expense Reimbursement (Estimated Annual Cost)	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000
Professional Development (Capped Amount of Estimated Annual Cost)	\$ 3,250	\$ 3,250	\$ 3,250	\$ 3,250	\$ 3,250
Tuition Reimbursement	\$ 7,000	\$ 7,000	\$ 7,000	\$ 7,000	\$ 7,000
Mentoring Expenses	\$ -	\$ -	\$ -	\$ -	\$ -
National/State/County/Local/Other Dues	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500
Subscriptions	\$ -	\$ -	\$ -	\$ -	\$ -
Board Paid Cell Phone or Reimbursement for Personal Cell Phone (Estimated)	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500
Computer for Home use, including supplies, maintenance, internet (Estimated)	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500
Other-Describe:	\$ -	\$ -	\$ -	\$ -	\$ -
<b>TOTAL OTHER COMPENSATION</b>	<b>\$ 20,750</b>	<b>\$ 20,750</b>	<b>\$ 20,750</b>	<b>\$ 20,750</b>	<b>\$ 20,750</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	\$ 30,000	\$ 30,900	\$ 31,827	\$ 32,782	\$ 33,765
Total Sick and Vacation Compensation	\$ 45,000	\$ 45,900	\$ 46,827	\$ 47,782	\$ 48,765
<b>TOTAL CONTRACT COSTS</b>	<b>\$ 267,750</b>	<b>\$ 274,500</b>	<b>\$ 281,452</b>	<b>\$ 288,614</b>	<b>\$ 295,989</b>