



STATE OF NEW JERSEY
DEPARTMENT OF EDUCATION
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GOVERNOR

TAHESHA L. WAY
LT. GOVERNOR

KEVIN DEHMER
COMMISSIONER

ROGER A. JINKS
INTERIM EXECUTIVE COUNTY
SUPERINTENDENT

August 27, 2025

Jeniffer Agugliaro, Board President
Watchung Borough School District
1 Dr. Parenty Way
Watchung, NJ 07069

Dear Mrs. Agugliaro,

I have received the revised employment contract for Dr. Julie Glazer, Superintendent of Schools, Watchung Borough 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 retroactively August 28, 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, along with the Statement of Costs to my office.

Thank you,

Roger A. Jinks
Interim Executive County Superintendent

REVISED CONTRACT OF EMPLOYMENT

THIS REVISED CONTRACT OF EMPLOYMENT is made and entered into the 29th day of August, 2025, by and between Watchung Borough Board of Education with offices located at 1 Dr. Parenty Way, Watchung, NJ 07069 (hereinafter the "Board") and Julie Glazer, Ed.D., whose position is to be the Superintendent of Schools (hereinafter the "Superintendent").

WHEREAS, the Board and the Superintendent believe that a written Contract of Employment is necessary to describe specifically their relationship and to serve as the basis of effective communication between them; 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;

WHEREAS, per relevant authority, the Executive County Superintendent reviewed and provided written approval for this Contract of Employment; and

WHEREAS, the Board approved the revised terms of this Contract of Employment by a vote of its members at a scheduled meeting on August 28, 2025, and authorized the President of the Board to execute this Contract of Employment;

NOW, THEREFORE, the Board and the Superintendent, for the consideration herein specified, agree as follows:

1. TERM

The Board hereby agrees to employ Dr. Glazer as the Superintendent of the Watchung Borough Board of Education for the period beginning August 28, 2023 or as soon thereafter as Dr. Glazer is able to begin employment, ending at midnight on June 30, 2028.

2. CERTIFICATION AND RESPONSIBILITIES

A. Certification

The Superintendent shall maintain a current and valid certificate issued by the New Jersey Department of Education for the position of Superintendent of Schools. In the event the Superintendent's certificate issued by the Department of Education is revoked, the Contract of Employment is null and void as of the date of the certification revocation.

The Superintendent further agrees to comply with all other legal requirements respecting the employment of a Superintendent.

B. Duties

The Superintendent shall have general supervision over the schools and all attendant powers and duties as set forth by law. The Superintendent shall:

- A. Faithfully perform the duties of Superintendent of Schools for the Board and to serve as the chief school administrator and executive officer in accordance with the laws of the State of New Jersey, Rules and Regulations adopted by the State Board of Education, and policies which are adopted from time to time by the Board. The specific job description adopted by the Board, applicable to the position of Superintendent, is incorporated by reference into this Contract of Employment and shall be followed by the Superintendent;
- B. Devote her full time, labor and attention to this employment during the term of this Contract of Employment, provided that the Superintendent may, with prior written notice to the Board President, undertake short-term consultative work, speaking engagements, writing, teaching, lecturing, or other professional duties and obligations which do not interfere with her full-time responsibilities as Superintendent. It is understood and agreed that the Superintendent shall be permitted to teach as an adjunct at colleges/universities and to teach at NJ Excel so long as those teaching jobs do not interfere with her responsibilities as Superintendent;
- C. Carry out the administration of instruction and business affairs of the district with the assistance of staff, in accordance with the legal obligations required by law and the responsibilities as outlined above, including the job description;
- D. Recommend the selection, placement, appointment, reappointment, non-renewal, and transfer of personnel, subject to the approval of the Board in accordance with the responsibilities as outlined above, and subject to applicable Board policies and directives;
- E. Study and make recommendations with respect to all criticism and complaints, which the Board, either individually or collectively, may refer to her in accordance with the responsibilities outlined above;
- F. Attend appropriate professional meetings and conferences as a representative of the Board. The expenses incurred in connection with such meetings shall be subject to the provisions herein regarding reimbursement for professional expenses incurred by the Superintendent;
- G. Structure her working day and organization to ensure that all duties are performed and obligations met;
- H. Assume responsibility for the administration of the affairs of the School District, including but not limited to programs, personnel and fiscal operations, instructional programs, and all duties and responsibilities therein will be performed and discharged by the Superintendent or by staff at the Superintendent's direction;
- I. Have a seat on the Board and 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 and all committee meetings thereof, and shall serve as advisor to the Board and said committees on all matters affecting the School District;
- J. 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;

K. 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;

L. Report to the Board of Education and adhere to directions from the Board of Education consistent with the performance and legal obligations herein in accordance with *N.J.S.A.18A:17-15 et seq.*; and

M. Consult with the Board Attorney as the Superintendent deems appropriate.

All duties assigned to the Superintendent should be appropriate to and consistent with the professional role and responsibilities of the Superintendent, and shall be set by Board policy and in the Job Description for the Superintendent which may be modified from time to time, consistent with the intent set forth above. The Board shall not substantially increase the duties of the Superintendent by assigning her 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 Contract of Employment, and such addendum has been approved by the Executive County Superintendent.

3. PROFESSIONAL GROWTH OF SUPERINTENDENT

The Board encourages the continuing professional growth of the Superintendent through her participation as she and the Board might decide, in light of her responsibilities as the Superintendent in the following ways:

A. 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;

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 her professional responsibilities for the Board;

D. Visits to other institutions; and

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

Expenses for meals, lodging, registration, and transportation for national and state conventions of recognized educational associations, workshops, seminars, and institutes to enhance the Superintendent's knowledge and expertise in the field of education and administration shall be paid for/reimbursed by the Board in accordance with law. Such payments or reimbursements, shall be made in accordance with OMB travel circular

provisions, the general requirements of N.J.S.A. 18A:11-12, Board policy, and upon prior approval of the Board. The Superintendent shall follow Board policy and applicable law in supplying the necessary documentation for reimbursement. The Board grants the Superintendent professional release time to attend the foregoing conventions, conferences, and workshops including the NJBSA Fall Workshop, NJASA Spring Conference, and TechSpo. The Board and Superintendent agree that reimbursement for professional development shall be capped at One Thousand Five Hundred Dollars (\$1,500) in Year 1 of the Contract and Three Thousand Dollars (\$3,000) in Years 2 through 5 of the Contract.

4. **COMPENSATION**

A. Salary

For the 2023-2024 school year, the Board shall pay the Superintendent an annual salary of One-Hundred and Ninety-Thousand Dollars (\$190,000), prorated. For the subsequent school year, the increase will be two point eight percent (2.8%), and the Superintendent shall receive a salary increase of five percent (5%) increase in 2025-2026 school year only and then each subsequent school year the increase will be three percent (3%). In each year of the Contract of Employment, the annual salary shall be paid to the Superintendent in accordance with the payroll schedule for other certified employees.

B. Other Provisions

During the term of the Contract of Employment, including any extension thereof, the Superintendent shall not be reduced in compensation, including salary and benefits, except as otherwise provided by law. Any adjustment in salary made during the life of this Contract of Employment shall be in the form of an amendment, shall not be deemed that the Board and the Superintendent have entered into a new Contract of Employment, and shall, if required, obtain the prior approval of the Executive County Superintendent.

5. **BENEFITS**

A. Vacation Days/Holidays

For each school year, the Superintendent shall be granted twenty (20) vacation days, all of which shall be available to the Superintendent at the start of this Contract of Employment. In the event of separation of employment, the number of days considered accumulated and accrued shall be prorated, per month, for the completed months of service, annually.

The Superintendent shall, if possible, take vacation time during periods when school is not in session. If the Superintendent plans to take more than three (3) consecutive vacation days when school is in session, she will seek the Board President's approval. The Board President shall not unreasonably withhold approval of the Superintendent's request to use vacation time when school is in session. The Board, through its Business Office, shall be responsible for maintaining written documentation of the Superintendent's earned, used and accrued vacation days.

If business demands prohibit the Superintendent from using all of allotted vacation days in

a given year, she may carry over up to fifteen (15) unused vacation days to be used during the next school year pursuant to law. Any vacation days carried over from the previous year that are not used shall be forfeited.

The Superintendent shall be entitled to holidays, with pay, as set forth in the District calendar adopted annually by the Board for twelve-month employees.

In accordance with N.J.S.A. 18A:30-9.1, vacation days not taken in a given year because of duties directly related to a state of emergency declared by the Governor may accumulate at the discretion of the Board pursuant to a plan established by the Board until such time as the Superintendent uses the accumulated vacation days or the Superintendent is compensated for the accumulated unused vacation days following a Board resolution approving payment of same.

B. Personal Days

The Superintendent shall be granted four (4) personal days annually, without loss of salary, calculated and prorated on an annualized basis, all of which shall be available to the Superintendent at the start of this Contract of Employment. Personal days shall be used to conduct personal matters which require absence during school hours, to be used at the Superintendent's discretion. Except in cases of emergency, the Superintendent shall confirm personal leave use in accordance with District practice prior to the use of the leave. Unused personal days shall convert to sick days at the end of a Contract of Employment year, and shall accumulate as provided by law.

C. Family Leave

Up to five (5) days in the event of illness of a spouse, child, parent, or any other relative of the immediate household that requires the attendance of the ("family illness days"). If necessary, up to two (2) other sick days may be used for family illness days, with clarification, if requested.

D. Bereavement Leave

The Superintendent shall be granted up to five (5) bereavement days with pay, per occurrence, for the purpose of attending to matters following a death in the immediate family. The term "immediate family" shall be defined as the Superintendent's spouse, partner, significant other, children, parents (including parents-in-law), brothers of the Superintendent and her spouse, partner, or significant other. The Superintendent shall be granted one (1) bereavement day with pay, per occurrence, for the death of a relative other than those specified above, at full pay.

E. Health Benefits

The Board shall provide the health benefits coverage, including medical benefits, dental benefits, vision benefits, and a prescription plan for the Superintendent, and partner and/or dependents, if applicable and if requested. The Superintendent shall be responsible for contributing an amount established as set forth in Chapter 44, *P.L.* 2020 and implementing

regulations. The contribution shall be made through payroll deduction.

The Superintendent may voluntarily waive health benefit coverage. If the Superintendent elects to waive health benefit coverage, she must provide written representation of alternate insurance coverage to the Board. If the Superintendent chooses to waive health benefit coverage, she shall be entitled to a waiver payment of Four Thousand Dollars (\$4,000) regardless of the category to which she would have been entitled. Half of the reimbursement shall be paid on July 15th and the other half shall be paid on January 15th. Waivers paid for less than one year shall be prorated. Said payment shall not be considered salary, nor will it be considered pensionable. The Business Office shall develop the forms by which the Superintendent shall waive coverage and apply for payment.

F. Sick Leave

The Superintendent shall be granted twelve (12) sick days annually, calculated and prorated on an annualized basis. In each school year all sick days shall be available to the Superintendent on July 1st of that school year. In the event of separation of employment, the number of days considered accumulated shall be prorated, per month, for the completed months of service.

The unused portion of such sick leave, at the end of any school year, shall be cumulative. Unused sick leave may be accumulated from school year to school year. The Superintendent shall confirm absences resulting from personal illness in accordance with Board policies.

Upon initial employment with the District, the Superintendent shall receive a sick leave bank of forty (40) accumulated sick days to be used in the event of illness or injury. The forty (40) sick days shall be excluded from the Superintendent's accumulation of sick days for retirement compensation purposes as set forth in this Contract of Employment. Such forty (40) sick days shall only be used by the Superintendent in the event of illness, and such days shall reduce in number on a one-for-one basis as the Superintendent earns sick days in the School District.

G. Membership Fees

The Board shall pay one hundred percent (100%) of the Superintendent's membership fees and/or charges to the following: NJASA, AASA, ASCD, and shall pay up to Two Hundred Dollars (\$200) per year for membership fees in Learning Forward, and, upon the prior approval of the Board, other professional/civic groups and organizations at the option of the Superintendent, which the Superintendent deems necessary to maintain and/or improve her professional skills.

H. Expense Reimbursement

The Board shall reimburse the Superintendent up to Two Thousand Five Hundred Dollars (\$2,500) for expenses incurred for travel and sustenance in the performance of the Superintendent's duties under this Contract of Employment in accordance with law, and,

in addition, in Years 2 through 5 of the Contract, the Superintendent shall also be paid the reasonable amount of One Hundred Dollars (\$100) per month (or One Thousand Two Hundred Dollars (\$1,200) per year) as reimbursement for her vehicle in the performance of her duties, making the travel and expense reimbursement amount Three Thousand Seven Hundred Dollars (\$3,700) in Years 2 through 5 of the Contract. There will be no additional reimbursement paid except for mileage outside of Somerset County.

Any additional Mileage shall be paid from mileage vouchers according to "New Jersey Office of Management and Budget" rates per mile. The Superintendent shall be reimbursed for expenses pursuant to Board policy, upon prior approval of the Board, and pursuant to N.J.S.A. 18A:11-12 and regulations promulgated thereunder. Expense reimbursement shall not include travel to and from the Superintendent's residence to the district.

I. Personal Notebook Computer/Smartphone

The Board shall provide the Superintendent with a personal notebook computer and smartphone with unlimited cellular data plan, both of which shall be used to carry out the Superintendent's duties under the terms and conditions of this Contract of Employment. Incidental personal use of the devices by the Superintendent shall be permitted. The personal notebook computer shall remain the property of the District and shall be returned to the District upon the Superintendent's separation from service. In the event the Superintendent secures her own phone, or a separate, designated phone line instead of a District-issued phone, the same will be reimbursed up to \$717 (Seven Hundred Seventeen Dollars per year in 2025, any difference paid retroactively, and 10% increase per year after).

J. Disability Insurance

The Board shall pay the premium, up to \$1,500 (one-thousand and five-hundred dollars) per year, for the Superintendent to maintain a disability insurance plan.

K. Other Leaves of Absence

Temporary leave of absence with pay will be granted to the Superintendent for jury duty, less any compensation received from jury duty.

L. Tax Sheltered Annuity

The Superintendent shall have the right at any time during her employment to take a reduction in salary and to 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 Internal Revenue Code. The maximum amount of reduction in salary authorized shall be the maximum tax deferral amount permitted by the Internal Revenue Code. The Superintendent may elect to have this amount deposited in her name in one of the accounts as previously established by the District.

6. **SEPARATION FROM SERVICE**

A. Accumulated Unused Sick Days

Upon the Superintendent's retirement from employment with the District, the Board will pay all unused, accumulated sick days earned while an employee of the Board, in accordance with law. Payment shall be calculated at the Superintendent's daily rate of pay, based upon a 260-day work year, following her last day of employment. Pursuant to N.J.S.A. 18A:30-3.5, payment shall not exceed \$15,000 (fifteen-thousand dollars).

The parties agree that, upon retirement, payment by the Board to the Superintendent for her accumulated, unused sick days shall be made within thirty (30) days of her last day of employment.

B. Accumulated Unused Vacation Days

Upon the Superintendent's separation from employment with the District, the Board shall reimburse the Superintendent, in accordance with law, for accumulated, accrued, and unused vacation days earned while an employee of the Board, as provided herein.

Payment shall be calculated at the Superintendent's daily rate of pay, based upon a 260-day work year, following her last day of employment with the District. Payment by the Board to the Superintendent for her unused vacation days shall be made within thirty (30) days of her separation from employment with the District.

C. Payment to Estate

If the Superintendent dies before her Contract of Employment is completed, payment for any accumulated unused days due to the Superintendent shall be made to her estate in accordance with law.

7. EVALUATION

The Board shall evaluate the performance of the Superintendent in accordance with law on or before June 30th of each year. The Board and the Superintendent shall meet to review the Superintendent's performance and establish performance goals for the following school year. Each annual evaluation shall be in writing and shall represent a majority of the full membership 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 evaluation shall include areas of commendation and recommendation and shall provide direction as to any aspects of performance that are in need of improvement. The evaluations shall be based upon the goals and objectives of the District and the Board of Education, the responsibilities of the Superintendent as set forth in her job description, and provide for such other criteria as the State Board of Education shall by regulation prescribe.

It shall be the Board's responsibility to ensure completion of the annual evaluation of the Superintendent. 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 a copy of any backup forms utilized in the evaluation process. On or before June 30th 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.

8. TERMINATION OF CONTRACT OF EMPLOYMENT

The Contract of Employment may be terminated by:

- A. Mutual agreement of the parties
- B. Unilateral termination by the Superintendent upon one hundred and twenty (120) days written notice to the Board.
- C. Notification in writing by the Board to the Superintendent on or before December 31, 2027 of the Board's intent not to renew this Contract of Employment in accordance with Section 10 infra.
- D. In the event that the Superintendent's certificate is revoked, this Contract of Employment shall become null and void as of the date of revocation; or
- E. Actions consistent with law.

9. PROFESSIONAL LIABILITY

Pursuant to State Law, 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 her in her individual 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 her employment and where such liability coverage is within the authority of the Board to provide under State law.

10. RENEWAL

This Employment Contract shall automatically renew for a term of four (4) school years, expiring July 1, 2032, unless one of the following occurs:

- A. the Board by contract reappoints the Superintendent for a different term allowable by law;
- B. the Board notifies the Superintendent in writing prior to December 31, 2027, that she will not be reappointed at the end of the current term, in which case her employment shall

cease upon expiration of this Contract. Any action to non-renew this Contract of Employment shall be taken by an affirmative vote of the majority of the full membership of the Board.

C. other separation of employment; or

D. other nullification of this Contract.

11. RELEASE OF PERSONNEL INFORMATION

The Superintendent shall have the right, upon request, to review the contents of her personnel file and to receive copies, at Board expense, of any documents contained therein. She shall be entitled to have a representative accompany her during such review. At least once every year, the Superintendent shall have the right to indicate those documents and/or other materials in her file that she believes to be obsolete or otherwise inappropriate to retain, and, upon final approval of the Board, such documents identified by her shall be destroyed.

No material derogatory to the Superintendent's conduct, service, character, or personality shall be placed in her personnel file unless she has had an opportunity to review the material. The Superintendent shall acknowledge that she has had the opportunity to review such materials by affixing her signature to the copy to be filed with the express understanding that such signature in no way indicated agreement with the contents thereof. The Superintendent shall also have the right to submit a written answer to such material.

12. COMPLETE AGREEMENT

This Contract of Employment embodies the entire agreement between the parties hereto and cannot be varied except by written agreement of the undersigned parties and the prior approval of the Executive County Superintendent.

13. MODIFICATION

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

14. CONFLICTS

In the event of any conflict between the terms, conditions, and provisions of the Board's policies or any permissive state or federal law, then, unless otherwise prohibited by law, the terms of this Contract of Employment shall take precedence over the contrary provisions of the Board's policies or any such permissive law during the term of the Contract of Employment.

15. SAVINGS CLAUSE

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

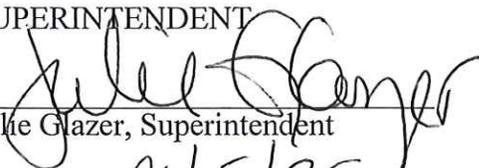
16. MISCELLANEOUS

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, is given the opportunity to address the Board in closed session, and is permitted to have a representative of her choosing speak on her behalf. 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.

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Signatures Begin on Next Page

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

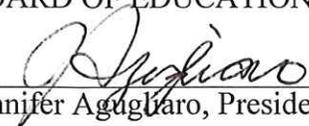
SUPERINTENDENT



Julie Glazer, Superintendent

Date: 9/5/25

BOARD OF EDUCATION



Jennifer Agugliaro, President

Date: 9/5/25

SUPERINTENDENT

Detailed Statement of Contract Costs

District: Watchung Borough										
Name: Julie Glazer, Ed.D.										
Job Title: Superintendent										
District Grade Span: Prek-8										
On Roll Students as of 6/18/2025 674										
		2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	\$ Increase	% Increase		
Salary		\$ 190,000	\$ 195,320	\$ 205,086	\$ 211,280	\$ 217,618	\$27,618	14.54%		
Subcontracted Services		\$ -	\$ -							
Longevity		\$ -	\$ -							
Additional Salary		\$ 190,000	\$ 195,320	\$ 205,086	\$ 211,280	\$ 217,618	\$27,618	14.54%		
Quantitative Merit Goals										
Qualitative Merit Goals										
Additional Compensation - Describe:										
	Total Additional Salary	\$ -	\$ -	\$ -	\$ -	\$ -				
TOTAL ANNUAL SALARY PLUS ADDITIONAL COMPENSATION		\$ 190,000	\$ 195,320	\$ 205,086	\$ 211,280	\$ 217,618	\$27,618	14.54%		
Board Contribution for Cost of Premiums for:										
Health Insurance		\$ 41,676	\$ 45,010	\$ 48,610	\$ 52,499	\$ 56,700				
Prescription Insurance		\$ -								
Dental Insurance		\$ 2,357	\$ 2,475	\$ 2,598	\$ 2,728	\$ 2,864				
Vision Insurance		\$ 580	\$ 609	\$ 639	\$ 671	\$ 705				
Disability Insurance		\$ -	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500		Corrected 10/14/24		
Other Insurance - Describe:		\$ -	\$ -							
Waiver of Benefits										
Section 125 Plan Reimbursements - Describe:										
	Board Cost of Premiums	\$ 44,613	\$ 49,594	\$ 53,347	\$ 57,298	\$ 61,769	\$12,685	28.43%		
	Employee Contribution to Premiums as per Law	\$ 13,680	\$ 13,953	\$ 14,637	\$ 14,944	\$ 15,243	\$1,264	9.24%		
TOTAL HEALTH BENEFITS COMPENSATION		\$ 30,933	\$ 35,641	\$ 38,710	\$ 42,354	\$ 46,526	\$11,421	36.92%		
Other Compensation										
Travel and Expense Reimbursement (Estimated Annual Cost)		\$ 2,500	\$ 3,700	\$ 3,700	\$ 3,700	\$ 3,700			Just travel expense was \$2500	
added reimbursement for her vehicle in the performance of her duties.										
Professional Development (Capped Amount or Estimated Annual Cost)		\$ 1,500	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000				
Tuition Reimbursement										
Mentoring Expenses - Describe:		\$ -	\$ -							
National/State/Country/Local/Other Dues		\$ 5,000	\$ 5,500	\$ 6,000	\$ 6,600	\$ 7,260			Corrected 10/14/24-Updated w/salary	
Subscriptions		\$ -	\$ -							
Board Paid Cell Phone or Reimbursement for Personal Cell Phone		\$ 650	\$ 715	\$ 787	\$ 865	\$ 952				
Computer for Home use, including supplies, maintenance, internet		\$ 150	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000			Corrected 10/14/24	
Other - Describe: Disability Insurance		\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500			Corrected 10/14/24	
TOTAL OTHER COMPENSATION		\$ 11,300	\$ 15,415	\$ 15,987	\$ 16,665	\$ 17,412	\$5,365	47.48%		
Sick and Vacation Compensation										
Maximum Payment for Unused Sick Leave Upon Retirement		\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000				
Maximum Payment for Unused Vacation Leave - Retirement or Separation		\$ 14,615	\$ 26,293	\$ 27,608	\$ 28,442	\$ 29,295				
TOTAL UNUSED SICK AND VACATION PAYMENT		\$ 29,615	\$ 41,293	\$ 42,608	\$ 43,442	\$ 44,295	\$11,678	39.43%		
TOTAL CONTRACT COST		\$ 261,849	\$ 287,669	\$ 302,391	\$ 313,741	\$ 325,851	\$25,820	9.86%		