State of New Jersey
DEPARTMENT OF EDUCATION
SUSSEX COUNTY OFFICE OF EDUCATION
262 WHITE LAKE ROAD
SPARTA, NJ 07871
(973) 579-6996 | FAX: (973) 579-6476

MIKIE SHERRILL
Governor

DR. DALE G. CALDWELL
Lt. Governor

DR. LILY LAUX
Commissioner

GAYLE CARRICK, ED.D.
Executive County Superintendent

July 13, 2026

Ms. Nicole Sylvester
School Business Administrator
Andover Regional School District
707 Limecrest Road
Newton, NJ 07860

Dear Ms. Sylvester:

I have reviewed the most recent employment contract for Mr. John Fritzky, Superintendent, in accordance with N.J.S.A. 18A:7-8(j) and to determine compliance with the standards adopted by the Commissioner of Education at N.J.A.C. 6A:23A-3.1. Based upon my review, I have determined that those provisions of the contract subject to my review are in compliance with applicable laws and regulations. Therefore, I approve the contract for a period commencing on July 1, 2026 through June 30, 2031 with an annual salary of $184,343 for 2026-2027; $189,634 for 2027-2028; $195,076 for 2028-2029; $200,675 for 2029-2030; and $206,434 for 2030-2031.

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

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

Sincerely,

Gayle Carrick, Ed.D.
Executive County Superintendent

Cc: Mr. John Fritzky Superintendent

CONTRACT OF EMPLOYMENT

This Agreement made this ___ day of ____ 2026, between the **ANDOVER REGIONAL SCHOOL DISTRICT** in Sussex County (hereinafter "the Board") with offices located at 707 Limecrest Road, Newton, New Jersey 07860, and **John Fritzky** (hereinafter "the Superintendent").

PREAMBLE
WITNESSETH

WHEREAS, the Board and the Superintendent are parties to an employment contract dated August 9, 2024 through June 30, 2031; and

WHEREAS, the parties have agreed to rescind that contract and enter into a new employment contract; and,

WHEREAS, the Board and the Superintendent wish to embody in this contract the terms and conditions of their agreement; and

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 **John Fritzky** as Superintendent for the Andover Regional School District for the period commencing on July 1, 2026, through the close of business on June 30, 2031. The parties acknowledge that this Contract must be approved by the Sussex County Executive County Superintendent in accordance with applicable law and regulation.

ARTICLE II
CERTIFICATION

The parties acknowledge that the Superintendent currently possesses the appropriate New Jersey administrative certification and school administrator endorsement.

If, at any time during the term of this Contract, the Superintendent 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 fringe benefits established hereby, the Superintendent hereby agrees to the following:

A. To perform faithfully the duties of Superintendent for the Board and to serve as the Superintendent 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, is incorporated by reference into this Contract.

B. To devote the Superintendent 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 prior 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 provisions in this Contract 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.

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 direction.

G. To have a seat on the Board and have the right to speak (but not vote) on all issues before the Board in accordance with applicable law. The Superintendent shall attend all regular and special meetings of the Board, (except where a Rice notice has been served upon the Superintendent notifying 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.

H. To recommend 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 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.

I. The Board shall not substantially increase the duties of the Superintendent by assigning him/her 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 shall be reflected in an addendum to this Employment Agreement, and such addendum shall be approved by the Executive County Superintendent. Notwithstanding the above, the Superintendent has agreed to perform the duties of Director of Special Services on a short-term, temporary basis during the first year of this contract, for no additional compensation.

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. Salary. The Board shall pay the Superintendent an annual salary according to the salary chart below. Which shall be paid in accordance with district standard protocol.

July 1, 2026 - June 30, 2027: $184,343 2.87%
July 1, 2027 - June 30, 2028: $189,634 2.87%
July 1, 2028 - June 30, 2029: $195,076 2.87%
July 1, 2029 - June 30 2030: $200,675 2.87%
July 1, 2030 - June 30 2031: $206,434 2.87%

b. Effective July 1, 2026 the Superintendent will be eligible to receive non-pensionable merit bonuses if he achieves merit goals in each year of the contract for the remainder of the term of this Contract. The number and type of goals for which the Superintendent shall be eligible in each year of the contract are set forth as follows:

2026-2027 School Year: 1 Qualitative Goal
2027-2028 School Year: 1 Qualitative Goal
2028-2029 School Year: 1 Qualitative Goal
2029-2030 School Year: 1 Qualitative Goal
2030-2031 School Year: 1 Qualitative Goal

The Superintendent will be eligible to receive a merit bonus in an amount of 2.5% of his annual salary for each qualitative merit criterion achieved. Merit bonuses shall not be cumulative

and shall be payable in a lump sum following the end of each school year upon the achievement of each quantitative or qualitative merit criterion and after approval by the Executive County Superintendent as set forth below. The obligation of the Board to pay the superintendent any bonuses earned in this contract shall survive the termination of this contract. By no later than June 30th of each school year, the Board and the superintendent shall establish mutually-agreed upon written criteria for all merit goals. The criteria shall be submitted to the Sussex County Executive County Superintendent for review and approval. The Executive County Superintendent shall approve or disapprove the selection of quantitative merit and/or qualitative merit criteria and the data that form the basis of measuring the achievement of such criteria prior to adoption by the Board. Both parties will discuss a draft of the criteria prior to submission to the Executive County Superintendent for review.

Prior to the payment of any merit bonus, the Board shall submit a resolution to the Executive County Superintendent certifying that a qualitative merit criterion has been satisfied and shall await a confirmation of the satisfaction of such criterion from the Sussex County Executive County Superintendent prior to payment of same.

2. Notwithstanding the foregoing, no salary change of any kind will take effect on July 1, 2031 unless the parties have agreed to a new contract that has been approved by the Sussex County Executive County Superintendent. The terms of the extension will govern all changes to take effect after July 1, 2029. Any renewal, extension, or modification of this Contract shall comply with the notice provisions of P.L.2007, c. 53, The School District Accountability Act and N.J.A.C. 6A:23A-3.1, et seq.

3. **No Reduction in Salary/Compensation.** During the term of this Employment Contract, including any extension hereof, the Superintendent shall not be reduced in salary and/or benefits except as otherwise provided by law.

4. **Doctorate** - Should the Superintendent earn his doctorate during this contract, the salary will increase $7,000 on top of the salary listed above.

B. **Sick leave**. The Superintendent shall receive 12 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, all accumulated but unused sick days that were earned during employment in the district will be reimbursed, at the superintendent's final per diem rate of pay which shall be calculated as 1/260 of his final annual salary. Reimbursement for sick days shall be consistent with the law in effect at the time this Contract is signed. Such payment shall not exceed $15,000.00

C. **Professional Membership**. The Superintendent shall be entitled to membership, at the Board's expense, for professional dues in the following professional associations: NJASA, AASA, NJAEL and the Sussex County Administrators Association and other organizations deemed important by the Superintendent and the Board.

D. **Professional Development.** The Superintendent also shall be entitled to reimbursement for expenses incurred for attendance at professional development opportunities and conferences. All expenses shall be incurred in accordance with P.L. 2007, c. 53, The School District Accountability Act and affiliated regulations. (N.J.S.A. 18A:11-12 and N.J.A.C. 6A:23A-7, et seq.). Such reimbursement shall comply with all applicable provisions of state and federal statutory and regulatory provisions and guidance, and with board policy.

E. **Health Benefits.**

1. The Board shall provide the Superintendent with individual or family health benefits coverage as is provided to other professional employees in the district. The Superintendent shall contribute to premiums in accordance with State law. This said premium shall be paid by the Superintendent through payroll deduction.

2. The Superintendent may waive coverage in any of the health benefit plans if covered through a spouse, civil union or domestic partner's health plan, and in accordance with procedures established by the Board and set forth in the state benefit plan. The Superintendent may be paid an amount equal to that paid to district professional employees for waiving said coverage or $5,000, whichever is less. If eligible, said stipend shall be pro-rated via regular pay periods.

3. The Board shall provide the Superintendent with a dental care program, which provides for full family coverage that is provided to other professional employees of the district with a $8.33 premium contribution each pay period. The Superintendent may waive said coverage and will be paid an amount equal to that paid to district professional employees for waiving said coverage or $700 whichever is less. Said stipend shall be pro-rated via regular pay periods.

4. The Board shall provide the Superintendent with a prescription program, which provides for individual or family health coverage that is provided to other professional employees of the district. If the employee chooses to waive medical coverage but retain prescription coverage, the Superintendent shall pay the premium costs for all such coverage's set forth in Chapter 78, P.L. 2011 (passed as Senate No. 2937) and implementing regulations. Such limitation shall in no way link this Contract with any agreement collectively negotiated with district employees. This said premium shall be paid pro-rated via regular pay periods.

F. **Vacation Leave.**

1. The Superintendent shall be entitled to an annual vacation of 20 working days per school year which shall be available on July 1, but considered earned on a monthly pro-rata basis. All of the vacation days shall be available for the Superintendent's use on July 1st of each subsequent year of the Contract.

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

3. The Board encourages the Superintendent to take his full vacation allotment each year; however, not more than 7 vacation days may be carried over by the Superintendent from year to year. All days carried over must be used in the next year, or those days not taken will be forfeited.

4. In the event that the Superintendent's Contract is terminated prior to its expiration, unused vacation time shall be paid. In the event this Contract is not renewed, unused vacation time will be paid at the Superintendent's daily rate of pay, based upon a 260-day work year, following his last day of employment.

5. In the event that the superintendent dies prior to the expiration of this contract, payment of all unused vacation days shall be made to his estate.

G. **Holiday Leave**. The Superintendent shall be entitled to 13 paid holidays each year, in accordance with the calendar for 12-month employees which shall be established annually by the board.

H. **Personal Leave**. The Superintendent shall be entitled to four (4) personal days, to attend to personal business during the school day, with full pay during the work year. Personal days may be taken during the school year with notice to the Board President. As much advance notice as possible of the request to take personal time will be given. Personal day usage shall be reflected on the district's electronic attendance management system. Personal days are non-cumulative and non-reimbursable.

I. **Family Illness**. The Superintendent shall receive family illness days, not to exceed four (4) days annually.

J. **Death in the Family**. The Superintendent shall receive death in the family days, not to exceed five (5) days for the Superintendent's immediate family. The "immediate family" shall include spouse, child, parent, father-in-law, mother-in-law, brother, sister, grandchild, brother-in-law, sister-in-law, daughter-in-law, son-in-law, and any other member of the immediate household.

K. **Mileage Reimbursement**. The Superintendent shall be reimbursed for the use of his vehicle in the performance of his duties in accordance with Board policies and State law. Reimbursement for mileage above and beyond routine matters will be at the current OMB circular rate and adjust accordingly when the rate does. This shall not be applicable to commuting expenses and mileage attributed to commuting to work. Such mileage shall include, but is not limited to, travel to County/State-level meetings and professional development opportunities outside the school district.

L. **Attendance Record**. The Superintendent shall be responsible for recording time off in the electronic attendance management system, 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, each time any leave is taken. The Superintendent and Board President shall periodically review the Superintendent's attendance record with the Board Secretary to assure correctness.

M. **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 reasonable costs of his legal defense. The Board further agrees to cover the Superintendent under the Board's liability insurance policies.

N. **Technology**. The board shall provide the superintendent with a laptop computer or tablet for his use for conducting district business.

O. **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, as determined by the Board in the Board's sole discretion. The Superintendent shall seek Board approval prior to enrolling in any graduate course of study. The Superintendent shall follow Board policy in supplying the necessary documentation when seeking reimbursement. In the event the Superintendent voluntarily leaves the Andover School District and becomes the Superintendent of another district prior to the completion of two (2) full calendar years following the date of a reimbursed course, the Superintendent shall repay the Board for all tuition assistance received according to the following schedule:

- Within 12 Months: If the Superintendent separates within one (1) year of the reimbursement date, they shall repay 100% of the reimbursed amount.
- Between 13 and 24 Months: If the Superintendent separates more than one (1) year but within two (2) years of the reimbursement date, they shall repay 50% of the reimbursed amount.

P. **National Conference**

1. Conference Attendance and Lodging - The Board agrees to pay all necessary expenses for the Superintendent to attend one (1) national professional conference per contract year, which shall include, but not be limited to, the AASA National Conference. The Board shall cover the cost of standard hotel lodging at or adjacent to the conference venue for the duration of the event. Attendance at additional national conferences requires prior Board approval.
2. Travel and Reimbursement - The Board shall reimburse the Superintendent for all reasonable, documented expenses incurred during authorized national travel, strictly limited to:
    - **Transportation:** Standard coach-class airfare/rail, ground transit (taxis, shuttles, ride-shares), tolls, parking, or personal vehicle mileage at the prevailing New Jersey OMB/IRS rate.
    - **Meals:** Actual cost of daily meals at the per diem allowance permitted by federal GSA or State of New Jersey OMB travel regulations for the destination city.
3. Compliance - All travel, lodging, and meal expenses must comply with N.J.S.A. 18A:11-12, N.J.A.C. 6A:23A-7, and Board policy. Reimbursement is contingent upon the submission of an itemized expense report with receipts, along with a brief written summary of the conference to the Board.

Q. **Other Compensation.** The board shall provide the superintendent with a Board paid cell phone or reimbursement for his personal cell phone, not to exceed $1,000 per year of the contract.

ARTICLE V
ANNUAL EVALUATION

A. The Board shall evaluate the performance of the Superintendent at least once per year in accordance with statutes, regulations and Board policy relating to Superintendent Evaluation. Each annual evaluation shall be in writing and shall represent a majority of the Board. A copy of the evaluation shall be provided to the Superintendent, and the Superintendent and the Board shall meet to discuss the findings. The Board may meet in closed session to discuss the evaluation and the Superintendent's performance where a Rice notice has been served upon the Superintendent, giving notice that the Superintendent's employment will be discussed in closed session, and the Superintendent has not requested that the meeting be conducted in public. The evaluations shall be based upon the criteria adopted by the Board, and the goals and objectives of the district. In the event that the Board determines that the performance of the Superintendent is unsatisfactory in any respect, it shall describe in writing, and in reasonable detail, the specific instances of unsatisfactory performance. The evaluation shall include specific recommendations for improvement in all instances where the Board deems performance to be unsatisfactory. The Superintendent shall have the right to respond in writing to the evaluation; this response shall become a permanent attachment to the Superintendent's personnel file upon the Superintendent's request. On or before June 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.

B. On or before August 1 of each school year, 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.

C. The parties also agree that the Board shall not hold any discussions or take any adverse action regarding the Superintendent's employment, unless the Superintendent is given written notice at least 48 hours in advance. In addition, the Board shall not hold any discussions with regard to the Superintendent's performance, 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
RIGHTS AND REMEDIES

A. This Contract shall terminate, the Superintendent's employment will cease, and no compensation shall thereafter be paid, under any one of the following circumstances:

(1) failure to possess/obtain proper certification;
(2) tenure dismissal in accordance with law;
(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 enter into a new Contract; or
(6) notification in writing by the Superintendent, at least 120 calendar days to the Board, of the Superintendent's intent to leave the district;

B. The Superintendent may terminate this Employment Contract upon at least calendar days written notice to the Board, filed with the Board Secretary, of his intention to resign.

ARTICLE VII
RENEWAL - NON RENEWAL

This Employment Contract may be renewed for a term of 5 years, unless either 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 February 1, 2031 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; or
C. in accordance with such laws and regulation that would require nullification of this Contract.

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 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. Any provision of this contract inconsistent with federal or state law, regulation, or applicable administrative code shall be superseded by such law, regulation, or code

ARTICLE X
RELEASE OF PERSONNEL INFORMATION
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. He 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.

ARTICLE X

REGIONALIZATION OR CONSOLIDATION

If, at any time during the term of this Employment Contract (or any extension thereof), the

District joins, creates, and/or becomes a regional or consolidated entity of any kind, or if the District

becomes a non-operating district, or if, for any reason, the position of Superintendent is abolished or combined with a position for which the Superintendent does not hold the appropriate certificate, the parties agree to enter into an early termination agreement consistent with the provisions of N.J.S.A. 18A:17-20.2a and N.J.A.C. 6A:23A-3.2.

This provision shall not apply if the newly created board or entity: (i) appoints John Fritzky to the position of Superintendent and/or the Chief School Administrator of the newly created district or entity under terms and conditions which are at least equal to or greater than those provided herein, and (ii) John Fritzky accepts such appointment.

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

SUPERINTENDENT

Mr. John Fritzky
Superintendent

Date: 9/8/26

WITNESS:

Date: 9/8/26

BOARD OF EDUCATION OF THE ANDOVER REGIONAL SCHOOL DISTRICT

Dr. Robert Koroski
President

Date: 9/5/26

WITNESS:

Ms. Nicole Sylvester
School Business Administrator

Date: 8-20-26

SUPERINTENDENT					
Detailed Statement of Contract Costs					
Andover Regional Schools					
Mr. John Fritzky (Superintendent)					
K-8					
On Roll Students as of 10-15-25: 493					
	Year 1	**Year 2**	**Year 3**	**Year 4**	**Year 5**
Contract Term:	**2026-2027**	**2027-2028**	**2028-2029**	**2029-2030**	**2030-2031**
Salary					
Salary (Pro-rated in Year 1)	$ 184,343	$ 189,634	$ 195,076	$ 200,675	$ 206,434
Amount for High School	$ -	$ -	$ -	$ -	$ -
Amount for Additional Position (Principal, etc.) *Describe:	$ -	$ -	$ -	$ -	$ -
Shared Service	$ -	$ -	$ -	$ -	$ -
Salary Increase (up to 2% for successive contracts)	$ -	$ -	$ -	$ -	$ -
Longevity	$ -	$ -	$ -	$ -	$ -
TOTAL ANNUAL SALARY	**$ 184,343**	**$ 189,634**	**$ 195,076**	**$ 200,675**	**$ 206,434**
Additional Salary					
Quantitative Merit Goals	$ -	$ -	$ -	$ -	$ -
Qualitative Merit Goals	$ 4,609	$ 4,741	$ 4,877	$ 5,017	$ 5,161
Additional Compensation - Describe: Doctorate Attained	$ 7,000	$ 7,000	$ 7,000	$ 7,000	$ 7,000
Total Additional Salary	$ 11,609	$ 11,741	$ 11,877	$ 12,017	$ 12,161
TOTAL ANNUAL SALARY PLUS ADDITIONAL COMPENSATION	**$ 195,952**	**$ 201,375**	**$ 206,953**	**$ 212,692**	**$ 218,595**
Total Premiums for:					
Health Insurance	$ -	$ -	$ -	$ -	$ -
Prescription Insurance	$ -	$ -	$ -	$ -	$ -
Dental Insurance: Opts out- Takes Waiver	$ 700	$ 700	$ 700	$ 700	$ 700
Vision Insurance	$ -	$ -	$ -	$ -	$ -
Disability Insurance	$ -	$ -	$ -	$ -	$ -
Other Insurance - Describe:	$ -	$ -	$ -	$ -	$ -
Waiver of Benefits ($5,000 annually if waived benefits)	$ 5,000	$ 5,000	$ 5,000	$ 5,000	$ 5,000
Total Cost of Premiums	$ 5,700	$ 5,700	$ 5,700	$ 5,700	$ 5,700
Employee Contribution to Premiums as Per Law	$ -	$ -	$ -	$ -	$ -
TOTAL HEALTH BENEFITS COMPENSATION	**$ 5,700**	**$ 5,700**	**$ 5,700**	**$ 5,700**	**$ 5,700**
Other Compensation					
Travel and Expense Reimbursement (Estimated Annual Cost)	$ 1,500	$ 1,500	$ 1,500	$ 1,500	$ 1,500
Professional Development (Capped Amount or Estimated Annual Cost)	$ 2,400	$ 2,400	$ 2,400	$ 2,400	$ 2,400
Tuition Reimbursement	$ 20,000	$ 20,000	$ 20,000	$ 20,000	$ 20,000
Mentoring Expenses - Describe:	$ -	$ -	$ -	$ -	$ -
National/State/County/Local/Other Dues	$ 5,600	$ 5,600	$ 5,600	$ 5,600	$ 5,600
Subscriptions	$ -	$ -	$ -	$ -	$ -
Board Paid Cell Phone or Reimbursement for Personal Cell Phone	$ 1,000	$ 1,000	$ 1,000	$ 1,000	$ 1,000
Computer for Home use, including supplies, maintenance, internet	$ 1,500	$ 1,500	$ 1,500	$ 1,500	$ 1,500
Other - Describe:	$ -	$ -	$ -	$ -	$ -
TOTAL OTHER COMPENSATION	**$ 32,000**	**$ 32,000**	**$ 32,000**	**$ 32,000**	**$ 32,000**
Sick and Vacation Compensation					
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	$ 19,143	$ 19,693	$ 20,258	$ 20,839	$ 21,437
Total Sick and Vacation Compensation	$ 34,143	$ 34,693	$ 35,258	$ 35,839	$ 36,437
TOTAL CONTRACT COSTS	**$ 267,795**	**$ 273,768**	**$ 279,911**	**$ 286,231**	**$ 292,732**