



State of New Jersey
DEPARTMENT OF EDUCATION
HUNTERDON COUNTY OFFICE
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Dr. Angelica Allen-McMillan
Acting Commissioner
Juan Torres
Interim Executive County Superintendent

June 8, 2022

Mr. David DiPisa
Board Secretary
Nutley Township School District
315 Franklin Avenue
Nutley, New Jersey 07110

Dear Mr. DiPisa:

I have reviewed the employment contract for Kent Bania, Superintendent, and the Nutley Township School District Board of Education 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, 2022 through June 30, 2025 with an annual base salary of \$225,000 for the 2022-2023 school year, \$230,063 annually for the 2023-2024 school year, and \$235,240 annually for the 2024-2025 school year.

Please be reminded that if there are any changes to the terms of this contract, you will need to submit the contract to me as Executive County Superintendent for review and approval prior to the required public notice and hearing of such changes.

Sincerely,

A handwritten signature in black ink, appearing to read "Juan Torres", with a stylized flourish at the end.

Juan Torres
Interim Executive County Superintendent

JT:dew

cc: **Dr. Julie Glazer, Nutley Township School District Superintendent**
Daniel Carnicella, Nutley Township Board of Education President
Joseph Zarra, Essex County Interim Executive County Superintendent

CONTRACT OF EMPLOYMENT

this Agreement, made this 27th day of June 2022, between

NUTLEY BOARD OF EDUCATION

In Essex County (hereinafter "the Board")

with offices located at

315 Franklin Avenue, Nutley, New Jersey 07110

and

Kent Bania (hereinafter "the Superintendent")

WITNESSETH

WHEREAS, the Board desires to employ the Superintendent as the Chief School Officer of the school district; and

WHEREAS, the Board desires to provide the Superintendent with a written employment contract in order to enhance the administrative stability and continuity with 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; 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 Kent Bania as Superintendent of Schools for the period of July 1, 2022 through 11:59 p.m. June 30, 2025. The parties acknowledge that this Contract must be approved by the 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 fringe benefits established hereby, the Superintendent hereby agrees to the following:

A. To perform faithfully the duties of Superintendent of Schools for the Board and to serve as the chief school administrator in accordance with the laws of the State of New Jersey, Rules and Regulations adopted by the State Board of Education, existing Board policies and those which are adopted by the Board in the future. The specific job description adopted by the Board, applicable to the position of Superintendent of Schools, is incorporated by reference into this

Contract.

B. To devote the Superintendent's full time, skills, labor, and attention to this employment during the term of this Contract; and further agrees not to undertake consultative work, speaking engagements, writing, lecturing, or other professional duties for compensation without written 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 one (1) 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.

C. 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.

D. 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.

E. To assume the responsibilities for the selection, appointment, 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*. 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.

F. 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 when his presence is requested by the Board or Committee Chair. Where the Superintendent has received a *Rice* notice and has opted to have the discussion in executive session, he shall have the right to address the board in executive session and bring an attorney to represent him.

G. To suggest, from time to time, regulations, rules, policies, and procedures deemed necessary for compliance with law and/or for the well-being of the school district.

H. To perform all duties incident to the Office of the Superintendent and such other duties as may be prescribed by the Board from time to time. The Superintendent shall, at all times, adhere to all applicable federal and state statutes, rules, regulations, and executive orders, as well as district policies and regulations.

ARTICLE IV

SALARY AND BENEFITS

A. Any adjustment in salary made during the 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. In accordance with N.J.A.C. 6A:23A-3.1, The Board shall provide

the following salary as part of the Superintendent's compensation:

a. Initial Salary. The Board shall pay the Superintendent an annual salary of two hundred and twenty-five thousand dollars (\$225,000) base salary for the 2022-2023 school year. This annual salary rate shall be paid to the Superintendent in accordance with the schedule of salary payments in effect for other certified employees.

b. Percentage Increase. The Board and the Superintendent have agreed that the Superintendent shall receive minimum salary increases effective July 1st of 2.25% annually, for the 2023-2024 and 2024-2025 school years.. In the event that the Board and the Superintendent agree that a salary increase should exceed the above percentage increase, then the parties agree and acknowledge that such salary increase must be reviewed and approved by the Executive County Superintendent.

2. Notwithstanding the foregoing, no salary increase of any kind will take effect on midnight July 1, 2025 unless the parties have agreed to a contract extension and that extension has been approved by the Executive County Superintendent. The terms of the extension will govern all increases to take effect after July 1, 2025. 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 compensation and/or benefits except as otherwise provided by law.

B. Sick leave. The Superintendent shall receive twelve (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, the Board shall pay the Superintendent for all unused accumulated sick days , at the rate of $1/260 \times$ then 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. Any such payment shall be made by the Board within sixty (60) days of the Superintendent's last day of employment.

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, and the Essex County Administrators Association. The Superintendent also shall be entitled to reimbursement for expenses incurred for attendance at professional conferences up to \$5,000.00 and similar expenses which he may incur while discharging the duties of Superintendent in accordance with *P.L. 2007, c. 53, The School District Accountability Act* and affiliated regulations. (*N.J.S.A. 18A:11-12 and N.J.A.C. 6A:23A-7, et seq.*). Such reimbursement shall comply with all applicable provisions of state and federal statutory and regulatory provisions and guidance, and with board policy. The Superintendent shall be entitled to attend the annual NJSBA October Conference, the May NJASA conference, and the NJASBO Workshop and Convention. Reimbursement or payment for such expenses shall be made in accordance with *P.L. 2007, c. 53, The School District Accountability Act* and affiliated regulations, and Board policies, which amount shall not exceed \$5,000.00.

D. Professional Publications. The Superintendent may subscribe to appropriate educational and/or professional publications within the limit set in the annual budget.

E. Health Benefits:

1. The Board shall provide the Superintendent with individual or family health benefits coverage for medical and dental insurance, furnished by the existing carrier or

such other equivalent plan as the Board deems appropriate. Pursuant to applicable law and regulation, the employee shall contribute an amount toward payment of premiums. The premium 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% or (Three Thousand and Five Hundred Dollars) \$3,500 of the cost of said coverage for waiving such coverage.

F. Vacation Leave:

1. The Superintendent shall be entitled to an annual vacation of twenty-five (25) working days per year. All of the vacation days shall be available for the Superintendent's use on July 1st of each year of the Contract, but shall be considered earned on a monthly prorated basis.

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 notice to the Board President. The Superintendent is expected to attend to the business of the district as required for the smooth and efficient operation of the school district. The Superintendent shall document the use of accrued vacation days with the Board Secretary.

3. The Board encourages the Superintendent to take his full vacation allotment each year; however, if the Superintendent is unable to use his vocational leave in a given year due to business demands, not more than one year's allotment of 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. Any use of vacation leave shall be in accordance with N.J.S.A. 18A:30-9. Annual payment of unused vacation days is prohibited. Vacation leave 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 until, pursuant to a plan established by the board and the Superintendent, the leave is used or the Superintendent is compensated for that leave.

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 $1/260^{\text{th}}$ of the Superintendent's then annual salary. The Board shall make any such payment within sixty (60) days after the Superintendent's last day of employment. In the event of the death of the Superintendent, payment for unused accumulated vacation days shall be made to the Superintendent's estate. The Superintendent shall be permitted to carry over 25 vacations days from the 2021-22 contract year as Assistant Superintendent.

G. Holiday Leave. The Superintendent shall be entitled to all holidays listed on the school district calendar, with the exception of those holidays where the Board offices are open or the Board deems that the Superintendent must be present in the district.

H. 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 during the school year with the prior permission of the Board President. As much advance notice as possible of the request to take personal time will be given. Personal day usage shall be recorded in the district's online attendance program. Unused personal days shall convert to sick days, provided that the Superintendent is not permitted to accumulated more than

15 sick days in a contract year.

I. 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, Board policy, N.J.A.C. 6A:23A-3.1, and applicable OMG circulars. Reimbursement for the use of a personal vehicle shall be tendered only upon proof of compliance with applicable regulations.

J. 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.

K. Electronic Devices. The board shall provide for the Superintendent's use at home and when away from the district, a laptop computer or tablet computer as agreed by the parties for the purpose of conducting district business. The Board will also provide the Superintendent with a smartphone with unlimited cellular and data plan to be used for district business.

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/her individual capacity or in his/her 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.

ARTICLE V

ANNUAL EVALUATION

A. The Board shall evaluate the performance of the Superintendent at least once a year, on or before June 30th, 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 full membership of the Board. At least 2 days prior to the mandated meeting, 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 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 30th 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.

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 reduced to writing and shall be among the criteria by which the Superintendent is evaluated, as hereinafter provided. On, or prior to, June 1 of each succeeding school year, the parties will meet to establish the district's goals and objectives for the next succeeding school year, in the same manner and with the same effect as heretofore described.

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

TERMINATION OF EMPLOYMENT CONTRACT

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

- (1) failure to possess/obtain proper certification;
- (2) revocation 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 ninety (90) calendar days prior to the expiration of this Contract, of the Board's intent not to renew this Contract; or
- (6) material misrepresentation of employment history, educational and professional credentials, and criminal background.

B. In the event the Superintendent is arrested and charged with a criminal offense, which could result in forfeiture under *N.J.S.A. 2C: 51-2*, the Board reserves the right to suspend 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 with regard to 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 ninety

(90) calendar days written notice to the Board, filed with the Board Secretary, of his intention to resign.

E. The Superintendent shall not be dismissed or reduced in compensation during the term of this 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*.

F. 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 VII

RENEWAL – NON-RENEWAL

This Employment Contract shall automatically renew for a term of three (3) years, expiring June 30, 2028, unless either of the following occurs:

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

B. the Board notifies the Superintendent in writing, prior to March 30, 2025, 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.

D. The Superintendent shall notify the Board, in writing, of its obligation set forth in paragraph B thirty (30) days prior to the notification obligation.

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. Any amendments and modifications to the terms, conditions, compensation, and benefits of this agreement shall have the prior review and approval of the Executive County Superintendent.

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.

ARTICLE X

RELEASE OF PERSONNEL INFORMATION

PERSONNEL RECORDS

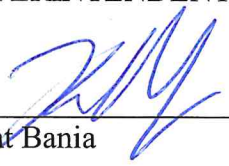
The Superintendent shall have the right, upon request, to review the contents of his personnel file and to receive copies at Board expense of any documents contained therein. He shall be entitled to have a representative accompany him during such review. At least once every year, the Superintendent shall 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 in accordance with the Open Public Records Act and Records Destruction Act.

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.

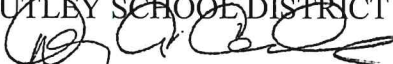
IN WITNESS WHEREOF, the parties have set their hands and seals to this
Employment Contract effective on the day and year first above written.

SUPERINTENDENT



Kent Bania

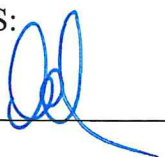
BOARD OF EDUCATION OF THE
NUTLEY SCHOOL DISTRICT



Daniel Carnicella, President

Date:

WITNESS:



WITNESS:



SUPERINTENDENT

Detailed Statement of Contract Costs

District: Nutley					
Name: Kent Bania					
Date BOE Authorized Submission to County Office	5/16/2022				
District Grade Span	PK-12				
On Roll Students as of 10-15	4004				
Yrs. In District as Supt. <u>0</u> Total Yrs. Exp. In Position <u>0</u>	Year 1	Year 2	Year 3	Year 4	Year 5
Contract Term: Three (3) Years 7/1/2022-6/30/2025	2022-2023	2023-2024	2024-2025		
<u>Salary</u>					
Salary	\$ 225,000	\$ 230,063	#####	\$ -	\$ -
High School	\$ -	\$ -	\$ -	\$ -	\$ -
Longevity	\$ -	\$ -	\$ -	\$ -	\$ -
Shared Service	\$ -	\$ -	\$ -	\$ -	\$ -
Total Annual Salary	\$ 225,000	\$ 230,063	#####	\$ -	\$ -
<u>Additional Salary</u>					
Quantitative Merit Goals	\$ -	\$ -	\$ -	\$ -	\$ -
Qualitative Merit Goals	\$ -	\$ -	\$ -	\$ -	\$ -
Total Additional Salary	\$ -	\$ -	\$ -	\$ -	\$ -
Total Annual Salary plus Additional Salary	\$ 225,000	\$ 230,063	#####	\$ -	\$ -
<u>Board Contribution for Cost of Premiums for:</u>					
Health Insurance	\$ 44,877	\$ 44,877	\$ 44,877	\$ -	\$ -
Prescription Insurance				\$ -	\$ -
Dental Insurance	\$ 1,284	\$ 1,284	\$ 1,284	\$ -	\$ -
Vision Insurance	\$ -	\$ -	\$ -	\$ -	\$ -
Disability Insurance	\$ -	\$ -	\$ -	\$ -	\$ -
Long-term Care Insurance	\$ -	\$ -	\$ -	\$ -	\$ -
Life Insurance	\$ -	\$ -	\$ -	\$ -	\$ -
Other Insurance - Describe:	\$ -	\$ -	\$ -	\$ -	\$ -
Waiver of Benefits	\$ -	\$ -	\$ -	\$ -	\$ -
Section 125 Plan Reimbursements - Describe:	\$ -	\$ -	\$ -	\$ -	\$ -
Board Contribution for Cost of Premiums	\$ 46,161	\$ 46,161	\$ 46,161	\$ -	\$ -
Employee contribution to health benefits as per law	\$ 9,000	\$ 9,000	\$ 9,000	\$ -	\$ -
Total Health Benefit Compensation	\$ 37,161	\$ 37,161	\$ 37,161	\$ -	\$ -
<u>Other Compensation</u>					
Travel and Expense Reimbursement (Estimated Annual Cost)	\$ 5,000	\$ 5,000	\$ 5,000	\$ -	\$ -
Professional Development (Capped Amount or Estimated Annual Cost)	\$ 5,000	\$ 5,000	\$ 5,000	\$ -	\$ -
Tuition Reimbursement	\$ 15,000	\$ 15,000	\$ 15,000	\$ -	\$ -
Mentoring Expenses - Describe:	\$ -	\$ -	\$ -	\$ -	\$ -
National/State/County/Local/Other Dues	\$ 5,000	\$ 5,000	\$ 5,000	\$ -	\$ -
Subscriptions	\$ 1,500	\$ 1,500	\$ 1,500	\$ -	\$ -
Board Paid Cell Phone or Reimbursement for Personal Cell Phone	\$ 600	\$ 600	\$ 600	\$ -	\$ -
Computer for Home use, including supplies, maintenance, internet	\$ 1,200	\$ 1,200	\$ 1,200	\$ -	\$ -
Other - Describe:	\$ -	\$ -	\$ -	\$ -	\$ -
Total Other Compensation	\$ 33,300	\$ 33,300	\$ 33,300	\$ -	\$ -
<u>Sick and Vacation Compensation</u>					
Tax Paid for Unused Sick Leave Upon Retirement	\$ 15,000	\$ 15,000	\$ 15,000	\$ -	\$ -
Tax Paid for Unused Vacation Leave - Retirement or Separation	\$ 43,300	\$ 44,250	\$ 45,250	\$ -	\$ -
Total Sick and Vacation Compensation	\$ 58,300	\$ 59,250	\$ 60,250	\$ -	\$ -
TOTAL CONTRACT COSTS	\$ 353,761	\$ 359,774	#####	\$ -	\$ -
ot. Vac. Days <u>25</u> Holidays <u>14</u> Personal <u>5</u> Total <u>44</u>					