



STATE OF NEW JERSEY
DEPARTMENT OF EDUCATION
SOMERSET COUNTY OFFICE
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PHILIP D. MURPHY
GOVERNOR

SHEILA Y. OLIVER
LT. GOVERNOR

KEVIN DEHMER
INTERIM COMMISSIONER

ROGER A. JINKS
INTERIM EXECUTIVE COUNTY
SUPERINTENDENT

**PLEASE SIGN &
SUBMIT A COPY
TO OUR OFFICE.**

THANK YOU.



December 12, 2022

Mr. Mark Kruszczyński, Board President
North Plainfield School District
33 Mountain Ave
North Plainfield, NJ 08558

Dear Mr. Kruszczyński:

I have received the proposed employment contract for Michelle Aquino, Ed.D., Superintendent North Plainfield 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 January 01, 2023 through June 30, 2027.

In the event of any conflict between the terms, conditions and provisions of this employment contract and any permissive state or federal law, the law shall take precedence over the contrary provisions.

If during the term of this employment contract, it is found that a specific clause of the contract is illegal in Federal or State law, the remainder of this employment contract, not affected by such a ruling, shall remain in force.

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

Please submit a signed copy of the contract to my office, along with the Detailed Statement of Costs.

Thank you,

Roger A. Jinks
Interim Executive County Superintendent

CONTRACT OF EMPLOYMENT

THIS CONTRACT OF EMPLOYMENT is made and entered into this 1 day of Jan, 2022 by and between the **NORTH PLAINFIELD BOARD OF EDUCATION**, with offices located at 33 Mountain Avenue, North Plainfield, New Jersey 08558 (hereinafter the "Board")

and

MICHELLE AQUINO, Ed.D. whose position is to be the Superintendent of Schools (hereinafter the "Superintendent").

WITNESSETH

THIS CONTRACT OF EMPLOYMENT replaces and supersedes all prior Contracts of Employment between the parties thereto. Signature of this Contract of Employment constitutes assent to a rescission of any and all prior Contracts of Employment as well as agreement to the terms herein.

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

WHEREAS, the Board offered Dr. Michelle Aquino the position of Superintendent, and she has accepted the Board's offer; 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

WHEREAS, the Board approved the terms of this Contract of Employment by a vote of its members at a scheduled meeting on _____, and has 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. Michelle Aquino as the Superintendent of the North Plainfield Board of Education for the period beginning on January 1, 2023 and expiring at midnight on June 30, 2027.

2. CERTIFICATION AND RESPONSIBILITIES

A. Certification:

The Superintendent shall maintain current and valid certificates 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, this Contract of Employment is null and void as of the date of the certificate 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 the Superintendent for the Board and 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 into this Contract of Employment and shall be followed by the Superintendent;

b. devote her full time, skills, labor and attention to this employment during the terms of this Contract of Employment, provided that the Superintendent may, with prior notice to and prior approval of the Board, 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;

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 insure 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;

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 the increase in duties and the compensation is reflected in an addendum that 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 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.

4. **COMPENSATION**

A. Salary:

For the 2022-2023 school year, the Board shall pay the Superintendent an annual salary of Two Hundred Five Thousand Dollars (\$205,000.00). For the 2023-2024 school year, the Board shall pay the Superintendent an annual salary of Two Hundred Ten Thousand Dollars (\$210,640.00). For the 2024-2025 school year, the Board shall pay the Superintendent an annual salary of Two Hundred Ten Thousand Dollars (\$216,430.00). For the 2025-2026 school year, the Board shall pay the Superintendent an annual salary of Two Hundred Ten Thousand Dollars (\$222,385.00). For the 2026-2027 school year, the Board shall pay the Superintendent an annual salary of Two Hundred Ten Thousand Dollars (\$228,500.00). 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 this Contract of Employment, including any extension thereof, the Superintendent shall not be reduced in compensation, including salary and benefits. 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 require the prior approval of the Executive County Superintendent.

5. **BENEFITS**

A. Vacation Days/Holidays:

The Superintendent shall be granted twenty-five (25) vacation days annually, calculated and prorated on an annualized basis, all of which shall be available to the Superintendent on July 1st of each Contract of Employment year. 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 her allotted vacation days in a given year, she may carry over all unused vacation days to be used during the next year pursuant to law.

The Superintendent shall be entitled to time off with pay for the following holidays:

Independence Day	Winter Recess
Labor Day	Martin Luther King, Jr. Day
Rosh Hashanah	President's Day
Yom Kippur	Good Friday
NJEA Convention (2 days)	Spring Recess
Thanksgiving Day	Memorial Day
Friday after Thanksgiving Day	

B. Personal Days:

The Superintendent shall be granted three (3) personal days annually, calculated and prorated on an annualized basis upon approval by the Board. Unused personal days shall convert to sick days at the end of a Contract of Employment year and shall accumulate as provided by law. In no case shall the total number of unused sick days exceed fifteen (15) sick days for the Contract of Employment year.

C. Bereavement Leave:

The Superintendent shall be granted five (5) bereavement days with pay for the purpose of attending to matters immediately following the death of one of the Superintendent's immediate family members. For purposes of this Contract of Employment, the term "immediate family" shall be defined as the Superintendent's spouse, partner, significant other, children, step-children, grandchildren, step-grandchildren, parents, grandparents, sibling, parent-in-law, niece, nephew, or other member of the Superintendent's immediate household. In the case of any other family member, two (2) days of bereavement leave shall be granted. Unused bereavement leave at the end of each Contract of Employment year shall not be cumulative.

D. Health Benefits:

The Board shall provide health benefits coverage for the Superintendent, her spouse/partner, and her dependents. The Superintendent shall be responsible for contributing an amount established by P.L. 2022, Chapter 44 (Tier IV) toward payment of health benefit premiums. 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 in an amount equal to the following, as applicable:

Employee/Spouse:	Medical - \$2,500
	<u>Prescription - \$750</u>
	Total \$3,250

Family:	Medical - \$3,500
	<u>Prescription - \$750</u>
	Total \$4,250

Waivers paid for less than one year shall be prorated. The Superintendent shall notify the Business Office each year if she elects to waive health benefit coverage.

The Superintendent shall be eligible for single dental coverage. The Superintendent may purchase family dental coverage through payroll deduction, subject to the consent of the provider, agreement on the payment plan payroll deduction, and mutual agreement between the parties on the specifics.

The Board shall provide the superintendent with a reimbursement for dental and vision expenses not covered by the North Plainfield current benefit package up to \$500. Requests for reimbursement must be received by the business office by June 1st of the contract year in which the expenses were incurred and may not be carried over into the subsequent contract years.

E. Sick Leave:

The Superintendent shall be granted thirteen (13) sick days annually, calculated and prorated on an annualized basis, all of which shall be available to the Superintendent on July 1st of each Contract of Employment year. The unused portion of such sick leave, at the end of any Contract of Employment year, shall be cumulative. Unused sick leave may be accumulated from year to year.

F. Membership Fees:

The Board shall pay one hundred percent (100%) of the Superintendent's membership fees and/or charges to Somerset County Association of School Administrators; the New Jersey Association of School Administrators; the American Association of School Administrators; the National Center for Education Research and Technology, District Administration, and, upon the prior approval of the Board, other professional/civic groups and organizations which the Superintendent and the Board deem necessary to maintain and/or improve her professional skills.

G. Expense Reimbursement (out of District):

The Board shall reimburse the Superintendent for expenses incurred for travel and sustenance in the performance of the Superintendent's duties under this Contract of Employment in accordance with law. 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.

H. Disability Insurance:

The Board shall purchase a disability income policy for the Superintendent that will provide a monthly income to the Superintendent in an amount equal to at least Sixty Percent (60%) of her then current salary in the event she becomes disabled.

I. iPad/Tablet/Telecommunication Device:

The Board shall provide the Superintendent with an iPad, Tablet, or other telecommunication device of the Superintendent's choosing, with cellular Internet service and capabilities, for the purpose of carrying out her duties under the terms and conditions of this Contract of Employment, as well as de minimus personal use, and pay the monthly expenses associated with same. The telecommunication device shall remain the property of the District and shall be returned to the District upon the Superintendent's separation from service.

J. Personal Computer:

The Board shall provide the Superintendent with a personal computer which shall be used to carry out the Superintendent's duties under the terms and conditions of this Contract of Employment. The personal computer shall remain the property of the District and shall be returned to the District upon the Superintendent's separation from service.

K. Travel Stipend (In-District Travel)

The Superintendent shall be paid a monthly stipend for in-District travel of \$100.

6. **RETIREMENT OR SEPARATION FROM SERVICE**

A. **Accumulated Unused Sick Days:**

Upon the Superintendent's retirement, 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 twenty-five percent (25%) of the Superintendent's daily rate of pay, based upon a 260-day work year. Pursuant to N.J.S.A. 18A:30-3.5, payment shall not exceed \$15,000.00. Payment by the Board to the Superintendent for her accumulated unused sick days shall be made within 30 days of her retirement from the Board.

B. **Accumulated Unused Vacation Days:**

Upon the Superintendent's separation from employment with the District or retirement from employment with the District, the Board shall reimburse the Superintendent for up to forty (40) accumulated unused vacation 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. Payment by the Board to the Superintendent for her unused vacation days shall be made within 30 days of her separation from employment.

C. **Payment to Estate:**

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

7. **EVALUATION**

The Board shall evaluate the performance of the Superintendent in accordance with law. The Superintendent's performance shall be evaluated on or before June 30th, or by a later date if extended by law. The Board and the Superintendent shall meet to review the Superintendent's performance and establish performance goals for the following school year. Each evaluation shall be in writing, a copy shall be provided to the Superintendent, and the Board and the Superintendent shall meet to discuss the findings. 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 receive a copy of any backup forms utilized in the evaluation process. The evaluation format shall be developed and approved jointly by the Board and the Superintendent within ninety (90) days of the execution of this Contract of Employment. On or before June 30 of each school year covered by this Contract of Employment, or by a later date if extended by law, 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. **EXTENSION OF CONTRACT OF EMPLOYMENT**

Any extension of this Contract of Employment shall be by mutual agreement of the parties and must be set forth in a written agreement signed by the parties and upon the prior approval of the Executive County Superintendent.

9. **TERMINATION OF CONTRACT OF EMPLOYMENT**

This Contract of Employment may be terminated by:

- A. Mutual agreement of the parties;
- B. Unilateral termination by the Superintendent upon Ninety (90) days written notice to the Board;
- C. Notification in writing by the Board to the Superintendent on or before December 31, 2026, of the Board's intent not to renew this Contract of Employment;
- 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.

10. **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.

11. **MODIFICATION**

The terms and conditions of this Contract of Employment shall not be modified except by the written consent of both Parties hereto 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.

12. **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.

13. **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 not affected by such a ruling shall remain in force.

14. **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.

The Board acknowledges and agrees that disclosure of personnel information is governed by the Open Public Records Act, codified at *N.J.S.A. 47A:101, et seq.*, the Right to Know Law codified at *N.J.S.A. 47:1A-1, et seq.*, Executive Order No. 11 (November 15, 1974), Executive Order No. 21 (July 8, 2002), Executive Order No. 26 (August 13, 2002), and case law interpreting them. All information related to the Superintendent's performance, evaluation or any discipline which the public is not otherwise entitled to access under law is deemed confidential and shall not be released to the public absent a written release by the Superintendent, or by a lawful order of a court of competent jurisdiction, or pursuant to a rule of a court of competent jurisdiction.

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 his file that she believes to be obsolete or otherwise inappropriate to retain; such documents identified by her shall be destroyed consistent with the New Jersey Destruction of Public Records Law.

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 material by affixing her 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.

15. **INDEMNIFICATION**

The Board shall defend, hold harmless and indemnify the Superintendent from any and all demands, claims, suits actions and legal proceedings of any kind brought against the Superintendent in her capacity as an agent and/or employee of the Board. 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 her, and the position of the Board in relation thereto, the Superintendent may engage her own legal counsel, in which event the Board shall indemnify the Superintendent for the costs of his legal defense. The Board shall maintain liability coverage for the Superintendent in a face amount of at least \$1 million, including employment practices liability coverage.

WHEREAS, the Superintendent approves the terms and conditions of this Contract of Employment, and agrees to be bound by same; and

WHEREAS, this Contract of Employment has been approved by a vote of the Members of the Board of Education at its meeting of 1/18/23, said action having been made a part of the official minutes of that meeting.

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

Witness:

Michelle Aquino, Ed.D.
Superintendent of Schools

Witness:

Mark Kruszczyński, President
North Plainfield Board of Education

SUPERINTENDENT

Detailed Statement of Contract Costs

District: North Plainfield Board of Education

Name: Dr. Michelle Aquino

District Grade Span: Pre-K 12

On Roll Students as of 10-15 of the prior year: 3312

	Year 1	Year 2	Year 3	Year 4	Year 5
Contract Term:	2022-2023	2023-2024	2024-2025	2025-2027	2024-2025
Salary					
Base Salary:	\$205,000.00	\$210,640.00	\$216,430.00	\$222,385.00	\$228,500.00
Shared Service	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Longevity	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL ANNUAL SALARY	\$205,000.00	\$210,640.00	\$216,430.00	\$222,385.00	\$228,500.00
Additional Salary					
Quantitative Merit Goals	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Qualitative Merit Goals	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Additional Compensation - Describe:	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Additional Salary	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL ANNUAL SALARY PLUS ADDITIONAL COMPENSATION	\$205,000.00	\$210,640.00	\$216,430.00	\$222,385.00	\$228,500.00
Total Premiums for:					
Health Insurance	\$21,890.64	\$21,890.64	\$21,890.64	\$21,890.64	\$21,890.64
Prescription Insurance	\$5,359.44	\$5,359.44	\$5,359.44	\$5,359.44	\$5,359.44
Dental Insurance	\$528.00	\$528.00	\$528.00	\$528.00	\$528.00
Vision Insurance	\$500.00	\$500.00	\$500.00	\$500.00	\$500.00
Disability Insurance	\$9,000.00	\$9,000.00	\$9,000.00	\$9,000.00	\$9,000.00
Other Insurance - Describe:					
Waiver of Benefits					
Total Cost of Premiums	\$37,278.08	\$37,278.08	\$37,278.08	\$37,278.08	\$37,278.08
Employee Contribution to Premiums as Per Law	\$13,047.33	\$13,047.33	\$13,047.33	\$13,047.33	\$13,047.33
TOTAL HEALTH BENEFITS COMPENSATION	\$24,230.75	\$24,230.75	\$24,230.75	\$24,230.75	\$24,230.75
Other Compensation					
Travel and Expense Reimbursement (Estimated Annual Cost)	\$1,200.00	\$1,200.00	\$1,200.00	\$1,200.00	\$1,200.00
Professional Development (Capped Amount or Estimated Annual Cost)	\$7,500.00	\$7,500.00	\$7,500.00	\$7,500.00	\$7,500.00
Tuition Reimbursement	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Mentoring Expenses - Describe: SARP and mentor	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
National/State/County/Local/Other Dues	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00
Subscriptions	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Board Paid Cell Phone or Reimbursement for Personal Cell Phone	\$480.00	\$480.00	\$480.00	\$480.00	\$480.00
Computer for Home use, including supplies, maintenance, Internet	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00
Other - Describe:	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL OTHER COMPENSATION	\$12,180.00	\$12,180.00	\$12,180.00	\$12,180.00	\$12,180.00
Sick and Vacation Compensation					
Max Paid for Unused Sick Leave Upon Retirement	\$15,000.00	\$15,000.00	\$15,000.00	\$15,000.00	\$15,000.00
Max Paid for Unused Vacation Leave - Retirement or Separation	\$31,538.46	\$32,406.15	\$33,296.92	\$34,213.08	\$35,153.85
Total Sick and Vacation Compensation	\$46,538.46	\$47,406.15	\$48,296.92	\$49,213.08	\$50,153.85
TOTAL CONTRACT COSTS	\$287,949.21	\$294,456.91	\$301,137.68	\$308,008.83	\$315,064.60