



State of New Jersey

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PHILIP D. MURPHY
Governor

SHEILA Y. OLIVER
Lt. Governor

ANGELICA ALLEN-MCMILLAN, ED. D
ACTING COMMISSIONER

DARYL PALMIERI
INTERIM EXECUTIVE COUNTY SUPERINTENDENT

June 14, 2023

Hope R. Blackburn, Partner
Busch Law Group
Office: 732.243.9588
450 Main Street
Metuchen, New Jersey 08840

Dear Ms. Blackburn:

I have received the employment contract for Rashon K. Hasan, Superintendent, 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 for the period from July 1, 2023 through June 30, 2028.

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

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

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

Please submit a signed copy of the approved contract to my office.

Sincerely,

Daryl Palmieri
Interim Executive County Superintendent

EMPLOYMENT CONTRACT FOR SUPERINTENDENT OF SCHOOLS

This Employment Contract is made this 20th day of June 2023, between the City of Plainfield Board of Education in Union County (hereinafter "the Board") with offices located at 1200 Myrtle Avenue, Plainfield, New Jersey 07063 and Rashon K. Hasan (hereinafter "the Superintendent"), whose current address is on file with the Board and shall be promptly updated by the Superintendent in the event of any change, and shall be used in conjunction with any notices under this Employment Contract. This Employment Contract replaces and supersedes all prior Employment Contracts between the parties hereto. Signature of this Contract constitutes assent to a rescission of any and all prior contracts, as well as agreement to the terms herein except as otherwise provided herein.

PREAMBLE WITNESSETH

WHEREAS, the Board desires to employ the Superintendent as the Chief Education Officer of the School District (hereinafter "District"); and,

WHEREAS, the Board desires to provide the Superintendent with a written employment contract in order to enhance administrative stability and continuity within the schools, which the Board believes generally improves the quality of its overall educational program; and,

WHEREAS, the Board and the Superintendent believe that a written employment contract is necessary to describe specifically their relationship and to serve as the basis of effective communication between them as they fulfill their governance and administrative functions in the operation of the education program of the schools; and,

WHEREAS, the Superintendent is the holder of an appropriate certificate as prescribed by the State Board of Education and as required by *N.J.S.A. 18A:17-17*;

NOW, THEREFORE, in consideration of the following mutual promises and obligations, the parties agree as follows:

ARTICLE I
EMPLOYMENT

The Board hereby agrees to employ Rashon K. Hasan as Superintendent of Schools for the period of July 1, 2023, through 11:59 p.m. June 30, 2028. The parties acknowledge that this Contract must be approved by the Union 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, which shall be filed in his personnel file. In the event that this Certification shall be suspended or revoked, this Employment Contract shall be null and void, and the Board shall have no further obligations concerning the provision of this Employment Contract.

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 (which

he has reviewed) 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 permission of the Board President. 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, recommendation of 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*.
- 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's 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/her 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, as determined by the Board Attorney), and all committee meetings thereof, and shall serve as an advisor to the Board and said committees on all matters affecting the school district.
- H. 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.
- I. 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.

- J. 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 is reflected in an addendum to this Employment Agreement, and such addendum has been approved by the Executive County Superintendent.

The Board acknowledges that the administration and the day-to-day operation of the district falls within the legislatively designated authority of the Superintendent. The Board further acknowledges that the Board's legislatively designated role is to ensure that administrative authority is exercised consistently with the laws of the state as well as the duly adopted policies of the Board such that no exercise of administrative authority shall be exercised in a manner that is arbitrary, capricious, or unreasonable.

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.

- A. Salary. 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 Fifty Thousand Dollars (\$250,000.00) for the 2023-24 school year, prorated for any unauthorized leave or partial work 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. Beginning July 1, 2024 and each July 1st thereafter, the Board and the Superintendent have agreed that the Superintendent shall receive a salary increase of up to 2.8% annually based on the Annual Evaluations required by *N.J.S.A. 18A:17-20.3a* and *N.J.A.C. 6A:10-8.1* and Article V of this Contract. In the event the Board does not adhere to the Annual Evaluation requirements, including, but not limited to adopting goals and objectives and conducting the Annual Evaluations, the Superintendent shall be entitled to receive an increase of 2.8%. 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.
- c. Notwithstanding the foregoing, no salary increase of any kind will take effect on midnight July 1, 2028 (the final day of this Contract) unless the parties have agreed to a contract extension and that extension has been approved by the Union County Executive County Superintendent. The terms of the extension will govern all increases to take effect after July 1, 2028. 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.*

d. 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. All earned unused sick days earned by the Superintendent prior to his appointment to the position of Superintendent of Schools shall be cumulative and available for his use.

Upon the Superintendent's retirement from the District, the Board shall pay him for his unused accumulated sick leave days at his per diem rate of pay at that time, subject to a maximum payment of fifteen thousand dollars (\$15,000.00). The per diem rate will be calculated as 1/260th of his then, current annual salary. Payment shall be made 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; the Union County Superintendents Association; NJASBO; and The New Jersey Alliance for Black Superintendents. The Superintendent shall be entitled to attend the annual conferences for the listed professional organizations of which he is a member including the following: NJSBA Annual Workshop and Convention; NJASA Spring Leadership Conference; TECHSPO; AASA annual conference; and NJASBO annual conference. The Superintendent shall be entitled to reimbursement for expenses incurred for attendance at professional conferences up to \$10,000.00 per school year, subject to prior Board approval, and for 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.

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. Pursuant to applicable law and regulation, the employee shall contribute an amount toward payment of premiums.. Such limitation shall in no way link this Contract with any agreement collectively negotiated with district employees. The premium contribution shall be paid by the Superintendent through payroll deduction.
2. The Superintendent may waive coverage in any of the health benefits plans if covered through a spouse, civil union, or domestic partner's health plan, and in accordance with procedures established by the Board. The Superintendent will be paid the lesser of twenty-five percent (25%) of the premium saved or five thousand dollars (\$5,000.00) for waiving such coverage.

F. Vacation Leave:

1. The Superintendent shall be entitled to an annual vacation of twenty-three (23) working days per year, prorated. All of the vacation days shall be available for

the Superintendent's use on July 1st of each year of the Contract. The Superintendent shall be entitled to use unused vacation days earned in his role as Business Administrator/Board Secretary/Acting Superintendent but they must be used during the 2023-24 school year or they shall be forfeited.

2. The Superintendent shall take his vacation time after giving the Board President reasonable notice. School recesses 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, no more than five (5) unused 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, (except in the year of Superintendent's separation from employment).
4. 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.
5. 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 1/260th of the Superintendent's final salary. The Board shall make any such payment within thirty (30) days after the Superintendent's last day of employment. In the event of the Superintendent's death, payment for his unused accumulated vacation days shall be made to his estate.

- G. Holiday Leave. The Superintendent shall be entitled to all holidays granted to other administrators in the District.
- H. Personal Leave. The Superintendent shall be entitled to three (3) personal days to attend non-medical personal business that must be conducted during the school day, with full pay during the work year. Personal days may be taken during the school year with the 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 kept on file with the Board Secretary. Personal days are non-cumulative and non-reimbursable.
- I. Mileage/Travel Allowance. The Superintendent shall be paid a reasonable allowance of \$185.00 per month as reimbursement for the use of his personal vehicle in the performance of his duties. There will be no additional reimbursement of mileage paid, except for travel outside of New Jersey.
- 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 or with the designated staff member in charge of maintaining district attendance record each time any leave is taken. The Superintendent and Board President shall periodically review the Superintendent's attendance record to assure correctness.

- K. 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 master's degree or a Doctoral Degree in an area directly related to the Superintendent's present duties, per *N.J.S.A. 18A:6-8.5 (c)*.
- L. . The Superintendent shall seek Board approval prior to enrolling in any graduate course of study.
- M. Professional Liability. Subject to the provisions of *N.J.S.A. 18A: 16-6* and *16-6.1*, 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 Board Attorney or an attorney appointed by the Board's insurance carrier to handle the matter, 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 if the Board does not provide separate representation, 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, including employment practices liability coverage.
- N. The Superintendent shall be entitled to five (5) days of leave, without loss of pay due to the death of his father, mother, spouse, partner in a civil union, brother, sister, father-

in-law, mother-in-law, son, daughter, grandchild, or any person permanently living with the Superintendent. The Superintendent shall be entitled to two (2) days of leave, per incident, without loss of pay due to the death of a sister-in-law, brother-in-law, aunt, uncle or other near relative.

- O. The Board shall supply the Superintendent with the use of smartphone/iPhone and the use of a new laptop computer/iPad (with Internet access) which are the property of the Board and shall be returned to the District at the end of the Superintendent's employment with the District. The Board shall be responsible for all maintenance and software updates associated with the laptop computer and shall abide by the District's utilization policy. The laptop computer/iPad shall be replaced as necessary. Incidental personal use of these devices by the Superintendent shall be permitted.

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 Board. A copy of the evaluation shall be provided to the Superintendent at least two (2) business days in advance of the annual summary conference, and the Superintendent and a majority of 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 set forth in regulation, and additional criteria adopted by the Board in accordance with the Board's policies, after consultation with the superintendent, the goals and objectives of the district, which shall include encouragement of student achievement, the responsibilities

of the Superintendent as set forth in the job description for the position of Superintendent, the district's placement on the NJQSAC continuum (with respect to those DPRs that are within the Superintendent's control), and such other criteria as the State Board of Education shall by regulation prescribe. In the event that the Board determines that the performance of the Superintendent is unsatisfactory in any respect, it shall describe in writing, and in reasonable detail, the specific instances of unsatisfactory performance. The evaluation shall include specific recommendations for improvement in all instances where the Board deems performance to be unsatisfactory. The Superintendent shall have the right to respond in writing to the evaluation; this response shall become a permanent attachment to the evaluation in question. 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 a majority of the full Board by June 30 of each year of this Contract. The Superintendent shall propose a schedule for evaluation for the next year to the Board President by the annual organization meeting each year.

- B. Within ninety (90) 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.
- 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 and is given the opportunity to address the Board in closed session with a representative of his choosing, after which the Superintendent shall be excused so the Board may deliberate privately. 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 salary shall thereafter be paid, under any one of the following circumstances:

- (1) failure to possess, obtain and maintain in good standing 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, on or before December 31, 2027, of the Board's intent not to renew this Contract; subject to the provisions of Article VII; or
- (6) material misrepresentation of employment history, educational and professional credentials, and criminal background, subject to *N.J.S.A. 18A 6-10, et seq.*

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

ARTICLE VII **RENEWAL - NON-RENEWAL**

This Employment Contract shall automatically renew for a term of five (5) years, expiring July 1, 2033, 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 December 31, 2027 that he will not be reappointed at the end of the current term, in which case his employment shall cease upon the expiration of this Contract. Any action by the Board to non-renew the Superintendent's employment shall be taken by an affirmative vote of a majority of the full membership of the Board.

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.

ARTICLE X CONFLICTS

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

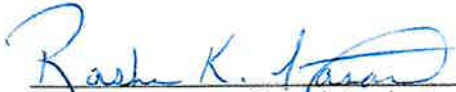
ARTICLE XI RELEASE OF PERSONNEL INFORMATION PERSONNEL RECORDS

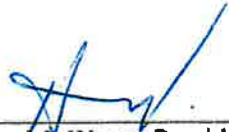
The Superintendent shall have the right, upon request, to review the contents of his personnel file and to receive copies at Board expense of any documents contained therein. She/he shall be entitled to have a representative accompany him/her during such review. At least once every year, the Superintendent shall have the right to indicate those documents and/or other materials in his file that 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, subject to the State records retention law.

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.

**Board of Education of The
City of Plainfield School District**


Rashon K. Hasan, Superintendent


Hanae M. Wyatt, President

06/20/2023
Date


Witness

6/20/2023
Date


Witness

Superintendent

Detailed Statement of Contract Costs

District: Plainfield Public Schools

Name: Rashon K. Hasan

Date BOE Authorized Submission to County Office

District Grade Span

On Roll Students as of 10-15

6/14/2023

K - 12

8,315

Contract Term:

Salary

	Year 1 2023-24	Year 2 2024-25	Year 3 2025-26	Year 4 2026-27	Year 5 2027-28
Salary	\$ 250,000	\$ 257,000	\$ 264,196	\$ 271,593	\$ 279,198
Longevity	\$ -	\$ -	\$ -	\$ -	\$ -
Shared Service	\$ -	\$ -	\$ -	\$ -	\$ -
Total Annual Salary	\$ 250,000	\$ 257,000	\$ 264,196	\$ 271,593	\$ 279,198

Additional Salary

Quantitative Merit Goals	\$ -	\$ -	\$ -	\$ -	\$ -
Qualitative Merit Goals	\$ -	\$ -	\$ -	\$ -	\$ -
Total Additional Salary	\$ -	\$ -	\$ -	\$ -	\$ -
Total Annual Salary plus Additional Salary	\$ 250,000	\$ 257,000	\$ 264,196	\$ 271,593	\$ 279,198

Board Contribution for Cost of Premiums for:

Health Insurance	\$ 38,352	\$ 38,352	\$ 38,352	\$ 38,352	\$ 38,352
Prescription Insurance	\$ 5,627	\$ 5,627	\$ 5,627	\$ 5,627	\$ 5,627
Dental Insurance	\$ 1,076	\$ 1,076	\$ 1,076	\$ 1,076	\$ 1,076
Vision Insurance	\$ 83	\$ 83	\$ 83	\$ 83	\$ 83
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	\$ 45,138	\$ 45,138	\$ 45,138	\$ 45,138	\$ 45,138
Employee contribution to health benefits as per law	\$ 9,607	\$ 9,607	\$ 9,607	\$ 9,607	\$ 9,607
Total Health Benefit Compensation	\$ 35,531	\$ 35,531	\$ 35,531	\$ 35,531	\$ 35,531

Other Compensation

Travel and Expense Reimbursement (In NJ ONLY)	\$ 2,220	\$ 2,220	\$ 2,220	\$ 2,220	\$ 2,220
Professional Development (Professional Conferences and Similar)	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000
Tuition Reimbursement	\$ 14,022	\$ 14,022	\$ 14,022	\$ 14,022	\$ 14,022
Mentoring Expenses - Describe:	\$ -	\$ -	\$ -	\$ -	\$ -
National/State/County/Local/Other Dues	\$ 4,570	\$ 4,654	\$ 4,740	\$ 4,829	\$ 4,920
Subscriptions	\$ 2,100	\$ 2,100	\$ 2,100	\$ 2,100	\$ 2,100
Board Paid Cell Phone or Reimbursement for Personal Cell Phone	\$ 600	\$ 600	\$ 600	\$ 600	\$ 600
Computer for Home use, including supplies, maintenance, internet	\$ 420	\$ 420	\$ 420	\$ 420	\$ 420
Other - Describe:	\$ -	\$ -	\$ -	\$ -	\$ -
Total Other Compensation	\$ 33,932	\$ 34,016	\$ 34,102	\$ 34,191	\$ 34,282

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	\$ 33,418	\$ 27,542	\$ 28,313	\$ 29,106	\$ 29,921
Total Sick and Vacation Compensation	\$ 48,418	\$ 42,542	\$ 43,313	\$ 44,106	\$ 44,921
TOTAL CONTRACT COSTS	\$ 367,880	\$ 369,089	\$ 377,142	\$ 385,422	\$ 393,932