

## **CONTRACT OF EMPLOYMENT**

THE BOARD OF EDUCATION OF THE CITY OF TRENTON,

in Mercer County (hereinafter "the Board")

with offices located at

108 North Clinton Avenue

Trenton, New Jersey 08609

and

James Earle (hereinafter Superintendent) do hereby agree as follows:

### **PREAMBLE**

This contract is a written agreement between the Trenton Board of Education and Superintendent for the period beginning July 1, 2023 and ending June 30, 2028, and nothing contained in this document shall be construed in any way to deny or restrict either the Superintendent or the Trenton Board of Education from the exercise of any rights either party may have under the New Jersey School Laws or any other applicable laws and regulations be they local, state, or federal.

### **WITNESSETH**

**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;

**WHEREAS**, the Board desires to employ the Superintendent as the Chief Education Officer of the school 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 James Earle, 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 Mercer County Executive County Superintendent in accordance with applicable law and regulation.

### **ARTICLE II** **CERTIFICATION**

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

If, at any time during the term of this Contract, the Superintendent'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 permission of the Board. Should the Superintendent choose to engage in such outside activities on weekends, on his/her vacation time, or at other times when he is not required to be present in the district, s/he shall retain any honoraria paid. The Superintendent shall notify the Board President in the event he is going to be away from the district on district business for two (2) or more days in any week. Any time away from the district that is not for district business must be arranged in accordance with provisions in this Contract governing time off. The Board recognizes that the demands of the Superintendent's position require him to work long and irregular hours, and occasionally may require that he attend to district business outside of the district.

C. To assume the responsibilities for the selection, renewal, placement, removal, and transfer of personnel, subject to the approval of the Board, by recorded roll call majority vote of the full membership of the Board, and subject to applicable Board policies and directives. The Board shall not withhold its approval of any such recommendation for arbitrary or capricious reasons, all in accordance with *N.J.S.A. 18A:27-4.1*.

D. To non-renew personnel pursuant to *N.J.S.A.* 18A:27-4.1, and to provide a written statement of reasons for non-renewal upon proper request to the employee.

E. To study and make recommendations with respect to all criticisms and complaints, which the Board, either by committee or collectively, shall refer to him. The Superintendent shall have the right to contact the Board's attorney for legal assistance as the need arises in carrying out his duties.

F. To assume responsibility for the administration of the affairs of the school district, including but not limited to programs, personnel, fiscal operations, and instructional programs. All duties and responsibilities therein will be performed and discharged by the Superintendent, or by staff, at the Superintendent'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), and all committee meetings thereof, and shall serve as advisor to the Board and said committees on all matters affecting the school district.

H. To 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.

**ARTICLE IV**  
**SALARY AND BENEFITS**

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:

1. Initial Salary. The Board shall pay the Superintendent a salary of two hundred and fifty-five thousand dollars (\$255,000) for the 2023-2024 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.
2. Beginning July 1, 2024, the Board and the Superintendent have agreed that the Superintendent shall receive minimum salary increases of 3% for the 2024-2025 school year and each year thereafter for the remainder of the contract. 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.

B. Merit Increases. The Superintendent is not eligible for a merit bonus for the duration of this agreement.

C. Notwithstanding the foregoing, no salary increase of any kind will take effect on midnight June 30, 2028 (the final day of this Contract) unless the parties have agreed to a contract extension and that extension has been approved by the Mercer 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.

E. Sick leave. The Superintendent shall receive 12 sick days annually. Unused sick leave days shall be cumulative in accordance with the provisions of Title 18A. Upon the commencement of employment in the district, the Superintendent shall be provided with a bank of 12 sick days to be used in the event of illness. These banked sick days shall decrease in direct proportion to the number of sick days earned in the district and shall not be eligible for compensation.

Upon retirement, the Superintendent shall be paid for all unused accumulated sick days at his full per diem rate, calculated at 1/260 his then current salary up to a maximum of \$15,000.00. Accumulated unused sick leave compensation shall not be paid to the Superintendent's estate or beneficiaries in the event of death prior to retirement.

F. 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 Mercer County Administrators Association and/or other organizations deemed important by the Superintendent and the Board. The professional membership dues shall not exceed \$10,000. The Superintendent also shall be entitled to reimbursement for expenses incurred for attendance at professional conferences up to \$5,000 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/NJASA/NJASBO Workshop and Convention and the annual conference of the NJASA. 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. The Superintendent may attend a program for first time superintendents at the Board's expense.

The Superintendent shall be entitled to attend other relevant professional development opportunities at the Board's expense. The fees for these professional development opportunities shall not exceed \$5,000.

G. Professional Publications. The Superintendent may subscribe to appropriate educational and/or professional publications in an amount not to exceed \$500.

H. Health Benefits:

1. The Board shall provide the Superintendent with individual or family health benefits coverage. The Superintendent shall pay the premium costs for all such coverages set forth in Chapter 44, and implementing regulations. Such limitation shall in no way link this Contract with any agreement collectively negotiated with district employees. 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 (Five Thousand Dollars) \$5,000 of the cost of said coverage for waiving such coverage.

I. Vacation Leave:

1. The Superintendent shall be entitled to an annual vacation of 25 working days per year, prorated. All of the vacation days shall be available for the Superintendent's use on July 1 of each year of the Contract.
2. The Superintendent shall take his vacation time after giving the Board President reasonable notice. School vacations constitute time off for the Superintendent. 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, not more than 10 vacation days may be carried over by the Superintendent from year to year. All days carried over must be used in the next year, or those days not taken will be forfeited.
4. In the event that the Superintendent's Contract is terminated prior to its expiration, unused vacation time shall be paid on a pro-rated basis of 2 days accrued per month. Upon separation from service, the Superintendent shall be paid for all of his unused accumulated vacation days at the Superintendent's daily rate of pay, based upon a 260-day work year, within thirty (30) days following his last day of employment. However, at the Board's discretion, should termination or non-renewal occur, the

Board reserves the right to require the Superintendent to use his/her full vacation entitlement. In the event of the death of the Superintendent, payment for unused accumulated vacation days shall be made to the Superintendent's estate or designated beneficiary.

J. Holiday Leave. The Superintendent shall be entitled to all holidays granted to other administrators in the district.

K. Personal Leave. The Superintendent shall be entitled to 3 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 notice to the Board President. As much advance notice as possible of the request to take personal time will be given. Personal day usage shall be reflected on time-off slips filed with the Board Secretary. Unused personal days shall convert to sick days, provided that the Superintendent is not permitted to carry over more than 15 sick days in a contract year.

L. 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. Reimbursement for the use of a personal vehicle shall be tendered only upon proof of compliance with applicable regulations. Mileage reimbursement shall not exceed \$2,592.

M. Smart Phone/Laptop. The Superintendent shall be provided with a district cell phone and laptop for district business. The cost for the cell phone shall not exceed \$1,250. The cost for the laptop shall not exceed \$2,500. Incidental personal use shall be permitted.

N. 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 records, each time any leave is taken. The Superintendent and Board President shall periodically review the Superintendent's attendance record to assure correctness.

O. Tuition Reimbursement. The board shall reimburse the Superintendent for tuition costs incurred for graduate level courses at an accredited institution of higher education that are part of a formal program of studies leading to the awarding of a Master's Degree or a Doctoral Degree in an area or discipline judged to be of benefit to the Board. The Superintendent shall seek Board approval prior to enrolling in any graduate course of study.

P. 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/her 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/her, and the position of the Board in relation thereto, the Superintendent may engage his/her own legal counsel, in which event the Board shall indemnify the Superintendent for the costs of his/her legal defense. The Board further agrees to cover the Superintendent under the Board's liability insurance policies, including employment practices liability coverage, in the minimum amount of \$1 million.

## **ARTICLE V**

### **ANNUAL EVALUATION**

A. The Board shall evaluate the performance of the Superintendent at least once a year in accordance with statutes, regulations and Board policy relating to Superintendent evaluation.

Each annual evaluation shall be in writing and shall represent a majority of the full membership of the Board. A copy of the evaluation shall be provided to the Superintendent, and the Superintendent and the Board shall meet to discuss the findings. The Board may meet in closed session to discuss the evaluation and the Superintendent's performance where a *Rice* notice has been served upon the Superintendent, giving notice that the Superintendent's employment will be discussed in closed session, and the Superintendent has not requested that the meeting be conducted in public. The 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 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 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.

C. The parties also agree that the Board shall not hold any discussions, or take any negative action, regarding the Superintendent's employment, unless the Superintendent is given written Rice 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. In the event that the Superintendent is served with a Rice notice and chooses to have the ensuing discussion in closed session, at a minimum, he shall be given the opportunity to address the Board in closed session and to bring a representative of his choosing.

## **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 or suspension 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 180 calendar days prior to the expiration of this Contract, of the Board's intent not to renew this Contract;
- 6) misrepresentation of employment history, educational and professional credentials, and criminal background; or
- 7) in accordance with such law and regulations that would require nullification of this Contract.

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 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/her duties in accordance with *N.J.S.A. 18A:27-9*, so long as it continues to pay his/her 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. In the event the parties agree to terminate this Contract prior to its expiration date, and to relieve the Superintendent from the actual performance of his/her duties, upon the approval of the Commissioner of Education, the Board shall compensate the Superintendent for either three (3) months' salary times the number of years remaining on this Contract or the remaining salary due to completion of this Contract, whichever is less, minus compensation from any and all other employment. It is understood that the Superintendent must make a good faith effort to find employment elsewhere as soon as possible and prior to the expiration date of the within Contract. The salary received by the Superintendent in such employment shall be deducted from the payments made to the Superintendent by the Board. Insurance benefits will be adjusted to reflect coverage, if any, in the new position.

G. The parties hereto agree that in the event the Superintendent's certification is permanently revoked, all provisions of this Employment Agreement shall be null and void as of the date of the revocation , and if the Superintendent is lawfully precluded from performing his duties by any Judgment, Order or direction of any court of competent jurisdiction or the Commissioner of Education, all provisions of this Employment Agreement shall terminate and the Superintendent's employment shall cease.

**ARTICLE VII**  
**ADVICE OF COUNSEL**

The Parties hereto represent and acknowledge that they have had the right and opportunity to seek the advice of independent counsel with respect to the interpretation, meaning and legal effect of entering into this Contract and executing same.

**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.

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

#### **ARTICLE IX** **SAVINGS CLAUSE**

If, during the term of this Employment Agreement, it is found that a specific clause of this Employment Agreement is contrary to federal or state law, the remainder of the Employment Agreement not affected by such ruling shall remain in full force and effect. The parties hereto represent to each other that they fully understand the terms and conditions of this Employment Agreement, and agree to be bound by same pursuant to the rules and regulations of the Department of Education and the laws of the State of New Jersey.

#### **ARTICLE X** **RELEASE OF PERSONNEL INFORMATION** **PERSONNEL RECORDS**

The Superintendent shall have the right, upon request, to review the contents of his/her 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/her file that she/he believes to be obsolete or otherwise inappropriate to retain; and, upon final approval of the Board, such documents identified by him/her shall be destroyed.

No material derogatory to the Superintendent's conduct, service, character, or personality

shall be placed in his/her personnel file unless s/he has had an opportunity to review the material.

The Superintendent shall acknowledge that s/he has had the opportunity to review such material by affixing his/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.

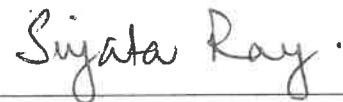
IN WITNESS WHEREOF, the parties have set their hands and seals to this Employment  
Contract effective on the day and year first above written.

SUPERINTENDENT

  
James Earle

Date: 6/30/2023

WITNESS:

  
Siyata Ray

BOARD OF EDUCATION OF  
THE TRENTON PUBLIC  
SCHOOL DISTRICT

  
Yolanda Marrero- Lopez, President

Date: 7/5/23

WITNESS: James Rolfe, Jr., Esq.



# SUPERINTENDENT

## Detailed Statement of Contract Costs

District: Trenton Board of Education

Name: James Earle

District Grade Span: PreK - 12

On Roll Students as of 10-15-22: 13,578

|                                                                           | Year 1     | Year 2     | Year 3     | Year 4     | Year 5     |
|---------------------------------------------------------------------------|------------|------------|------------|------------|------------|
|                                                                           | 2023-24    | 2024-25    | 2025-26    | 2026-27    | 2027-28    |
| <b>Contract Term:</b>                                                     |            |            |            |            |            |
| <b>Salary</b>                                                             |            |            |            |            |            |
| Salary                                                                    | \$ 255,000 | \$ 262,650 | \$ 270,530 | \$ 278,645 | \$ 287,005 |
| High School                                                               | \$ -       | \$ -       | \$ -       | \$ -       | \$ -       |
| Longevity                                                                 | \$ -       | \$ -       | \$ -       | \$ -       | \$ -       |
| Shared Service                                                            | \$ -       | \$ -       | \$ -       | \$ -       | \$ -       |
| <b>Total Annual Salary</b>                                                | \$ 255,000 | \$ 262,650 | \$ 270,530 | \$ 278,645 | \$ 287,005 |
| <b>Additional Salary</b>                                                  |            |            |            |            |            |
| Quantitative Merit Goals                                                  | \$ -       | \$ -       | \$ -       | \$ -       | \$ -       |
| Qualitative Merit Goals                                                   | \$ -       | \$ -       | \$ -       | \$ -       | \$ -       |
| Additional Compensation - Describe:                                       | \$ -       | \$ -       | \$ -       | \$ -       | \$ -       |
| <b>Total Additional Salary</b>                                            | \$ -       | \$ -       | \$ -       | \$ -       | \$ -       |
| <b>Total Annual Salary plus Additional Salary</b>                         | \$ 255,000 | \$ 262,650 | \$ 270,530 | \$ 278,645 | \$ 287,005 |
| <b>Total Premium for:</b>                                                 |            |            |            |            |            |
| Health Insurance                                                          | \$ 30,780  | \$ 31,395  | \$ 32,023  | \$ 32,663  | \$ 33,317  |
| Prescription Insurance                                                    | \$ 4,282   | \$ 4,368   | \$ 4,455   | \$ 4,544   | \$ 4,635   |
| Dental Insurance                                                          | \$ 2,279   | \$ 2,325   | \$ 2,371   | \$ 2,419   | \$ 2,467   |
| Vision Insurance                                                          | \$ 73      | \$ 75      | \$ 76      | \$ 78      | \$ 79      |
| Disability Insurance                                                      | \$ -       | \$ -       | \$ -       | \$ -       | \$ -       |
| Life Insurance                                                            | \$ -       | \$ -       | \$ -       | \$ -       | \$ -       |
| Other Insurance - Describe:                                               | \$ -       | \$ -       | \$ -       | \$ -       | \$ -       |
| Waiver of Benefits                                                        | \$ -       | \$ -       | \$ -       | \$ -       | \$ -       |
| Section 125 Plan Reimbursements - Describe:                               | \$ -       | \$ -       | \$ -       | \$ -       | \$ -       |
| <b>Total Cost of Premiums</b>                                             | \$ 37,414  | \$ 38,162  | \$ 38,926  | \$ 39,704  | \$ 40,498  |
| <b>Less Employee Contribution to Health Benefits as Per Law</b>           | \$ 9,798   | \$ 9,994   | \$ 10,193  | \$ 10,397  | \$ 10,605  |
| <b>Total Employee Health Benefit Compensation</b>                         | \$ 27,616  | \$ 28,169  | \$ 28,732  | \$ 29,307  | \$ 29,893  |
| <b>Other Compensation</b>                                                 |            |            |            |            |            |
| Travel and Expense Reimbursement (Capped Amount or Estimated Annual Cost) | \$ 5,000   | \$ 5,000   | \$ 5,000   | \$ 5,000   | \$ 5,000   |
| Professional Development (Capped Amount or Estimated Annual Cost)         | \$ 5,000   | \$ 5,000   | \$ 5,000   | \$ 5,000   | \$ 5,000   |
| Tuition Reimbursement                                                     | \$ 10,000  | \$ 10,000  | \$ 10,000  | \$ 10,000  | \$ 10,000  |
| Mentoring Expenses - Describe:                                            | \$ -       | \$ -       | \$ -       | \$ -       | \$ -       |
| National/State/County/Local/Other Dues                                    | \$ 10,000  | \$ 10,000  | \$ 10,000  | \$ 10,000  | \$ 10,000  |
| Subscriptions                                                             | \$ 500     | \$ 500     | \$ 500     | \$ 500     | \$ 500     |
| Board Paid Cell Phone or Reimbursement for Personal Cell Phone            | \$ 1,250   | \$ 1,250   | \$ 1,250   | \$ 1,250   | \$ 1,250   |
| Computer for home use (including supplies, maintenance, internet)         | \$ 2,500   | \$ 2,500   | \$ 2,500   | \$ 2,500   | \$ 2,500   |
| Other - Describe: Estimated Mileage Reimbursement                         | \$ 2,592   | \$ 2,592   | \$ 2,592   | \$ 2,592   | \$ 2,592   |
| <b>Total Other Compensation</b>                                           | \$ 36,842  | \$ 36,842  | \$ 36,842  | \$ 36,842  | \$ 36,842  |
| <b>Sick and Vacation Compensation</b>                                     |            |            |            |            |            |
| Max Pay for Unused Sick Leave Upon Retirement                             | \$ 15,000  | \$ 15,000  | \$ 15,000  | \$ 15,000  | \$ 15,000  |
| Max Pay for Unused Vacation Leave-Retirement or Separation                | \$ 34,327  | \$ 35,357  | \$ 36,417  | \$ 37,510  | \$ 38,635  |
| <b>Total Sick and Vacation Compensation</b>                               | \$ 49,327  | \$ 50,357  | \$ 51,417  | \$ 52,510  | \$ 53,635  |
| <b>TOTAL CONTRACT COSTS</b>                                               | \$ 368,785 | \$ 378,017 | \$ 387,521 | \$ 397,304 | \$ 407,375 |