EMPLOYMENT AGREEMENT
BETWEEN
RIDGEWOOD BOARD OF EDUCATION
AND
MARK SCHWARZ

This Employment Agreement ("Agreement") is made this 22 day of September, 2026, by and between the Ridgewood Board of Education (hereinafter referred to as the "Board") and Mark Schwarz, (hereinafter referred to as the "Superintendent" or "Schwarz"). This Employment Agreement replaces and supersedes all prior employment contracts between the parties hereto. Signature of this Employment Agreement constitutes assent to a rescission of any and all prior contracts, as well as agreement to the terms herein.

WHEREAS, the Board is desirous of appointing Schwarz to perform the duties of Superintendent of Schools; and

WHEREAS, Schwarz is desirous of accepting the Board's appointment to the position of Superintendent of Schools; and

WHEREAS, the parties are desirous of entering into this Agreement which sets forth the terms and conditions of the appointment; and

WHEREAS, the Executive County Superintendent has reviewed and approved, according to standards adopted by the Commissioner of Education, this Employment Agreement pursuant to N.J.S.A. 18A:7-8(j).

NOW, THEREFORE, in consideration of the foregoing promises and the mutual covenants hereinafter set forth, the parties agree that the following paragraphs shall constitute the terms and conditions of the appointment:

PROPOSED

1. **TERM**

The Board hereby employs Schwarz and Schwarz hereby accepts the appointment as Superintendent of Schools of the Ridgewood Public School District for the period beginning July 1, 2026 through and ending June 30, 2031, subject to the non-renewal, termination and revocation provisions contained herein.

2. **SALARY**

A. Effective July 1, 2026, the Board shall pay Schwarz an annual salary of $279,992.00 for the 2026-2027 school year. Beginning July 1, 2027 and each July 1st thereafter, the Superintendent shall receive a 3.0% increase in his pensionable salary. The Superintendent agrees to forgo any additional compensation related to his attainment of a doctoral degree. The Superintendent's salary shall be paid to him in accordance with the schedule of salary payments in effect for other certificated employees in the District. Any renewal, extension, or modification of this Agreement 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.*

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

3. **VACATION/PERSONAL/SICK LEAVE**

A. Vacation Leave. The Superintendent shall be entitled to an annual vacation of twenty-two (22) working days per year, calculated and prorated on an annualized basis (at the rate of 1.83 days per month). All of the vacation days shall be available for the Superintendent's use

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on July 1st of each year of the Agreement. The Superintendent is encouraged to use at least two (2) weeks of vacation during periods when school is not in session.

The Superintendent shall take his vacation time after giving the Board President reasonable notice. School vacations do not constitute time off for the Superintendent, unless he uses his vacation leave time, or the district offices are closed. 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/Business Administrator. The Board President shall review these records from time to time to ensure accuracy.

The Board encourages the Superintendent to take his full vacation allotment each year. If business demands prohibit the Superintendent from using all of his allotted vacation days in a given year, he may carry over up to twenty-two (22) unused vacation days to be used during the next year. Any vacation days carried over from the previous year that are not used shall be forfeited. At no time shall the number of earned and carried over vacation days exceed forty-four (44) vacation days. However, vacation leave not taken in a given year because of duties directly related to a state of emergency declared by the Governor will be accumulated until the leave is used or the Superintendent is compensated for the leave.

Upon separation from employment, the Superintendent shall be paid for all his unused, accumulated vacation days. The per diem rate for unused vacation days shall be calculated as 1/260th of the Superintendent's final annual salary. The Board shall make any such payment within thirty (30) days after the Superintendent's last day of employment. If the Superintendent dies, the value of his unused, prorated vacation days will be paid to his estate. In the event of the

Superintendent's death, payment for any accumulated unused vacation days due in accordance with this section shall be made to his estate.

B. Sick Leave. The Superintendent shall receive twelve (12) sick days with pay annually, calculated and prorated on an annualized basis, all of which shall be available to the Superintendent on July 1st of each year of this Agreement. Upon the commencement of employment, the Superintendent was given a sick day bank of twenty days. As of the date of this Employment Agreement, the Superintendent has 36.5 accumulated sick days. Unused sick leave days shall be cumulative in accordance with the provisions of Title 18A. The Board agrees that in accordance with N.J.S.A. 18A:30-3.5 and -3.6, as same provides as of the date of this Employment Contract, upon the Superintendent's retirement, the Board shall pay him for all unused accumulated sick days at the per diem value of 1/260th of his final annual salary subject to a maximum payment of $15,000.00. Payment shall be made by the Board within thirty (30) days of the Superintendent's last day of employment.

C. Personal Leave. The Superintendent shall be entitled to three (3) personal days with pay per school year, to attend to personal business which cannot be handled outside of school hours. Personal days may be taken during the school year with, if circumstances permit, prior with notice to the Board President. As much advance notice as possible of the request to take personal time will be given. Personal day usage shall be submitted and recorded via the District's online attendance system. Personal days are non-cumulative and non-reimbursable. Unused personal days shall convert to sick days at the conclusion of the school year, subject to a maximum accumulation of fifteen (15) sick leave days per school year.

D. Family Illness Leave. The Superintendent will be fully compensated for up to three (3) days absence due to the serious illness, injury, or emergency in the immediate family.

Additional leave with full pay less the actual daily cost of a substitute, may be granted at the discretion of the Board.

4. BEREAVEMENT LEAVE

The Superintendent shall be entitled to a leave of absence without loss of pay following a death in the immediate family (e.g., spouse, civil union partner, son, daughter, father, grandparent, mother, sister, brother, mother-in-law, father-in-law, daughter-in-law, and/or son-in-law). It shall be granted for five (5) consecutive calendar days, following the date of death.

5. HOLIDAYS

The Superintendent shall be entitled to holidays as provided for in the twelve (12) month holiday calendar. The holidays are: Independence Day, Labor Day, Rosh Hashanah, Yom Kippur, Diwali, NJEA Convention (2), Thanksgiving Recess, Christmas Eve, Christmas, New Year's Eve and New Year's Day, Martin Luther King Day, Lunar New Year, President's Day, Good Friday, Memorial Day and Juneteenth. Plus, an additional five (5) recess days. Recess days must be used during recess periods.

6. PROFESSIONAL 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 is revoked, this Contract shall be null and void as of the date of the revocation.

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7. **DUTIES**

Schwarz agrees to give his best professional services and faithfully perform the duties of Superintendent of Schools which are assigned by the Board and prescribed by Federal and State Law, the regulations of the State Board of Education and other agencies, and the by-laws, policies and regulations of the Board.

Schwarz agrees to devote his full time, skills, labor, and attention to this employment during the term of this Agreement. The Superintendent shall have general supervisions over the schools and the powers and duties as set forth by law. The Superintendent shall:

a) Faithfully perform the duties of the Superintendent of schools for the Board and serve as the chief school administrator and executive 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 or time by the Board. The specific job description adopted by the Board, applicable to the position of Superintendent of Schools, is incorporated into this Employment Agreement and shall be followed by the Superintendent.

b) Devote his time, skills, labor and attention to this employment during the terms of this Agreement, provided that the Superintendent may, with prior notice to the Board, undertake speaking engagements, writing, teaching, lecturing, or other professional duties and obligations which do not interfere with his full-time responsibilities as Superintendent.

c) Carry out the administration of instruction and business affairs of the district, seek the assistance of state officials in accordance with the responsibilities as outlined above and more particularly in the job description.

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d) Recommends 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, in accordance with N.J.S.A 18A: 27-4.1 and subject to applicable Board policies and directives.

e) Study and make recommendations with respect to all criticism and complaints, which a majority of the Board may refer to him 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 his 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 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 an advisor to the Board and said committees on all matters affecting the district.

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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 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 in accordance with the job description. 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) Immediately report any incident of the Superintendent's arrest to the Board president.

m) Prior to the Superintendent being out of District for three (3) or more consecutive workdays, including vacation and personal days, the Superintendent shall report his intended absence to the Board President.

n) The Board shall not hold any discussions, or take 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, and is permitted to have a representative of his choosing speak on his 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 members of the Board, individually and collectively, will refer to the Superintendent criticisms, complaints, and suggestions concerning the operation and

management of the District called to their attention. As necessary, such reference shall be discussed by the Board at a regularly scheduled meeting of the Board, and a consensus sought to direct the Superintendent to study, recommend and/or take action. The Board will not hold any discussions, or take negative action regarding the Superintendent's employment, unless the Superintendent is given written notice at least 48 hours in advance. Any discussions regarding the Superintendent shall be held in accordance with N.J.S.A. 10:4-6, et seq. and other applicable State laws.

All duties assigned to the Superintendent should be appropriate to and consistent with the professional role and responsibility of the Superintendent, and shall be set by Board policy and in the job descriptions for the Superintendent which may be modified from time to time, consistent with the intent set forth above.

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8. MEDICAL AND OTHER BENEFITS

A. Schwarz and his dependents shall be entitled to medical and prescription coverage through the plan offered in accordance with Ch.44 and shall contribute to same in accordance with that law.

B. Waiver of Benefits: 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, or by the health plan of a prior employment pension plan, and in accordance with procedures established by the Board. If the Superintendent elects to waive medical insurance coverage, he must provide written representation of alternate insurance coverage to the Board. Waivers for periods of less than one year shall be prorated.

C. Dental and Vision Benefits: The Superintendent and his dependents, if applicable, shall be provided with dental insurance coverage. The Superintendent shall contribute to his healthcare benefits in accordance with applicable law.

D. Disability Insurance Reimbursement: The Board will continue to afford the Superintendent disability insurance through the group plan currently provided to all administrators through Mutual of Omaha. In the event disability insurance is no longer provided to administrators, the Board will pay directly for an insurance policy for the Superintendent where in the event the Superintendent becomes disabled, the benefits paid to him will equal an amount no less than 66.66% of the Superintendent's annual salary.

E. Indemnification/Professional Liability: The Board agrees that it shall defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in his individual capacity or in his official capacity as agent and/or employee of the Board, provided the incident, which is the subject of any such demand, claim, suit, action or legal proceeding, arose while the Superintendent was acting within the scope of his employment. If, in the good faith or opinion of the Superintendent, a conflict exists in regard to the defense of any claim, demand or action brought against him, and the position of the Board in relation thereto, the Superintendent may engage his own legal counsel, in which event the Board shall indemnify the Superintendent for the costs of his legal defense. The Board further agrees to cover the Superintendent under the Board's liability insurance policies.

F. Computer/Tablet: The Board shall supply the Superintendent with the use of a new laptop computer and iPad (with Internet access) which is 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/tablet. The laptop computer/tablet shall be replaced as necessary.

G. Phone Stipend: The Board shall provide the Superintendent with a stipend of eighty dollars ($80.00) per month for use of his personal phone in the performance of his responsibilities and duties as Superintendent. If deemed necessary, the Board will provide a separate phone to conduct official business in the future.

9. REIMBURSEMENT FOR EXPENDITURES

A. Membership Fees. The Board shall pay one hundred percent (100%) of the Superintendent's membership fees and/or charges and conference charges associated with the following professional associations: AASA; NJASA; the Bergen County Administrators Association; and other organizations deemed important by the Superintendent and the Board. The Board shall pay one hundred percent (100%) of the Superintendent's subscription fees to appropriate educational and/or professional publications within the limits set in the annual budget.

B. Expense Reimbursement. The Board shall reimburse the Superintendent for reasonable expenses incurred for travel, lodging and sustenance in the performance of the Superintendent's duties under this Agreement in accordance with law. Travel expenses in District, within the County of Bergen and to any conferences or other events the Superintendent can reasonably travel to by automobile shall be reimbursed up to $250.00 per month for the term of the Agreement. Reimbursement of expenses shall be pursuant to Board policy, upon prior approval of the Board, and pursuant to N.J.S.A. 18A:11-12 and in accordance with OMB Circular and Travel Regulations promulgated thereunder. Expense reimbursement shall not include travel to or from the Superintendent's residence to the District. Expense reimbursement of costs associated

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with events and activities to enhance the Superintendent's knowledge and expertise in the field of education and administration is addressed in Article 10 (Professional Development). The Superintendent shall follow Board policy and applicable law in supplying the necessary documentation to the Business Administrator for reimbursement.

10. PROFESSIONAL DEVELOPMENT

The Board encourages the continuing professional growth of the Superintendent through his participation, as he might decide in light of his responsibilities as the Superintendent, in the following:

a) The operations, programs and other activities conducted or sponsored by local, state, and national school administrators and/or school board associations, including but not limited to, conferences, conventions and workshops;

b) Seminars and courses offered by public and 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 his professional responsibilities for the Board;

d) Visits to other institutions; and

e) Other activities conducive of professional growth of the Superintendent.

Expenses for meals, lodging, and registration for state and national 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. Expenses for transportation not covered under Article 9 shall be paid for/reimbursed by the Board in accordance with law or Board policy, whichever is less.

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Such payments or reimbursements, shall be made in accordance with OPMB 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 to the Business Administrator for reimbursement. At a minimum, Schwarz shall be permitted to attend the New Jersey School Boards Association Conference, generally held in the fall and the New Jersey Association of School Administrators conference generally help in the spring as well as TECHSPO and ISTE.

11. EVENING MEETINGS

Schwarz shall attend evening meetings as necessary, including, but not limited to, Board meetings and committee meetings, and such other evening meetings when requested by the Board.

12. ANNUAL EVALUATION AND DISTRICT GOALS

By no later than September 30th of each year of this Agreement, the parties shall meet to establish the Board's goals and objectives for the new school year. Said goals and objectives shall be reduced to writing and be among the criteria by which the Superintendent is evaluated, as hereinafter provided.

The Board shall evaluate the performance of the Superintendent at least once a year on or before June 30th. Each evaluation shall be in writing, and shall represent a majority of the full membership of the Board. The evaluation shall include areas of commendation and recommendation, and shall provide direction as to any aspects of performance in need of improvement. Before final adoption of the evaluation by the Board, the Board shall provide the Superintendent a copy, and the Superintendent and the officers of the Board shall meet to discuss

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the findings. The evaluation copy shall be provided to the Superintendent at least two days prior to the evaluation meeting. Each evaluation shall be based upon the District goals and objectives as approved by the Board, the responsibilities of the Superintendent, as set forth in the job description for the position of Superintendent, and such other criteria as the State Board of Education shall by regulation prescribe.

On or before June 30th of each year of this Agreement, the Board and the Superintendent shall meet in closed session for the purpose of mutual evaluation of the performance of the Board and the Superintendent. Prior to final Board action to approve the evaluation in closed session, the Board shall supply the Superintendent with a copy of its written evaluation of him, which shall include areas of strengths and weaknesses and which shall provide direction as to areas of performance in need of improvement.

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.

In the event that the Board determined that the performance of the Superintendent is unsatisfactory in any respect it shall describe in writing, in reasonable detail, the specific instances of unsatisfactory performance. The evaluation shall include recommendations as to the areas of 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. His response shall become a permanent attachment to the evaluation in question and placed in the Superintendent's personnel file. To the extent the parties have not already done so, they shall meet September 1, 2026 to mutually agree upon the evaluation format. Thereafter, on or before April 30 of each year

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of this Agreement, 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.

On or before September 1st 2026 in year one of this Employment and 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.

13. TERMINATION OF EMPLOYMENT AGREEMENT

A. This Agreement shall terminate under any one of the following circumstances:

(1) Revocation of the Superintendent's certificate, in which case this Agreement shall be null and void as of the date of revocation, as required by N.J.S.A. 18A:17-15.1;

(2) Forfeiture under *N.J.S.A.* 2C:51-2;

(3) Mutual agreement of the parties;

(4) Notification in writing by the Board to the Superintendent, by December 31, 2030 (150 days prior to the expiration of this Employment Contract) of the Board's intent not to renew this Agreement (Any action by the Board to non-renew the Superintendent's employment shall be done by an affirmative vote of the majority of the full membership of the Board); or

(5) 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 or *N.J.S.A.* 18A:6-7.1, the Board reserves the right to suspend him pending resolution of the criminal charges. Such suspensions shall be

AGREED

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 Agreement 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 Agreement 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 Agreement, except as authorized by this Employment Agreement 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.

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14. <u>RENEWAL – NON RENEWAL</u>

Upon Board and Executive County Superintendent approval, this Employment Contract may renew for a term of five (5) calendar years, expiring July 1, 2036, unless either of the following occurs:

A. the Board by contract negotiates and reappoints the Superintendent for a different term allowable by law;

B. the Board notifies the Superintendent upon written notice, prior to December 31, 2030, 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 done by an affirmative vote of the majority of the full membership of the Board); or

C. in accordance with such laws and regulations that would require nullification of this Contract.

15. GOVERNING LAW AND CONFLICTS

This Employment Agreement is subject to Title 18A of the New Jersey Statutes and Title 6A of the New Jersey Administrative Code, as such statutes and regulations may from time to time be amended. In the event of any conflict between the terms, conditions and provisions of this Employment Agreement and the provisions of the Board's policies or any permissive State or Federal law, then, unless otherwise prohibited by law, the terms of this Employment Agreement shall take precedence over the contrary provisions of the Board's policies or any such permissive law during the term of this Employment Agreement.

16. SAVINGS CLAUSE

If, during the term of this Employment Agreement, it is found a specific clause of the Employment Agreement is illegal, the remainder of the Employment Agreement not affected by such a ruling shall remain in force. 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.

APPROVED

17. MODIFICATION CLAUSE

This Employment Agreement may not be modified, amended or waived except by a written instrument duly executed by both parties and review and approval by the Executive County Superintendent. New Jersey law shall govern the execution, delivery, interpretation, performance and the enforcement of this Employment Agreement. 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.

18. INDEMNIFICATION

Schwarz shall be afforded all of the statutory protections related to the indemnification of school district officers and employees as set forth in *N.J.S.A.* 18A:16-6 and *N.J.S.A.* 16-6-1, insofar as permitted by law. The Board agrees that it shall defend, hold harmless, and indemnify the Superintendent in accordance with applicable State law.

19. REVOCATION CLAUSE

The parties 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 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.

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20. COMPLETE AGREEMENT

This Employment Agreement embodies the entire agreement between the parties and cannot be varied except by written agreement of the parties and upon review and approval of the Executive Superintendent.

21. RELEASE OF PERSONNEL INFORMATION AND PERSONNEL RECORDS

The Superintendent shall have the right, upon request, to review the contents of his personnel file and to receive one copy at the Board's expense of any documents contained therein. He shall be entitled to have a representative accompany him during such review. At least once every year, the Superintendent shall have the right to indicate those documents and/or other materials in his file that he believes to be obsolete or otherwise inappropriate to retain; and, upon final approval of the Board, such documents identified by him shall be destroyed.

No material derogatory to the Superintendent's conduct, service, character, or personality shall be placed in his personnel file unless he has had an opportunity to review the material. The Superintendent shall acknowledge that he has had the opportunity to review such material by affixing his signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The Superintendent shall also have the right to submit a written answer to such material.

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IN WITNESS WHEREOF, the parties have caused this Employment Agreement to be duly executed by the Board President and on the date shown below and the Board Secretary/School Business Administrator has caused the corporate seal to be affixed hereto on the same date.

WITNESS:

Sheila Brogan, School Board President

DATED: 9.28.26

DATED: September 28, 2026

WITNESS:

Mark Schwarz
Superintendent of Schools

DATED: 9/25/2026

DATED: 9/28/26

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Certification View

Tracking Number:	120589	**Birth Date:**	13 JUL
SSN:	xxx-xx- 6885	**Email:**	schwarz.mark@gmail.com
Name:	Schwarz, Mark	**Phone Number:**	973-271-1549

List of all the Certificate(s) issued by NJ Dept. Of Education as of Mon 01/02/2017 at 04:33:11 PM EST

Seq #	Certificate Type Basis code	Endorsement Month/Year Issued (MM/YYYY)	County code Month/Year Expiration (MM/YYYY)	District code Certificate ID
1	CEAS	2300 - Teacher of Social Studies	52 - Ramapo	
	2 - Completion of a New Jersey approved professional education program.	03/2003		00395446
2	Provisional	2300 - Teacher of Social Studies	27 - MORRIS	5380 - Jefferson Twp
	2 - Completion of a New Jersey approved professional education program.	10/2003	07/2004	00429629
3	Standard	2300 - Teacher of Social Studies	52 - Ramapo	0000 - Unknown
	2 - Completion of a New Jersey approved professional education program.	07/2004		513801
4	Standard	0106 - Supervisor	77 - Seton Hall University	0000 - Unknown
	2 - Completion of a New Jersey approved professional education program.	07/2008		697805
5	CE	0299 - Principal	77 - Seton Hall University	0000 - Unknown
	2 - Completion of a New Jersey approved professional education program.	07/2008		697836
6	Provisional	0299 - Principal	27 - MORRIS	5490 - Rockaway Twp
	1 - Transcript evaluation	09/2012	07/2014	878189
7	CE	0101 - School Administrator	00 - BY APPLICANT	0000 - Unknown
	1 - Transcript evaluation	07/2013		909222
8	Provisional	0299 - Principal	27 - MORRIS	5490 - Rockaway Twp
	1 - Transcript evaluation	08/2015	07/2016	878189
9	Standard	0200 - Principal	00 - BY APPLICANT	0000 - Unknown
	1 - Transcript evaluation	07/2015		995318
10	Provisional	0101 - School Administrator	27 - MORRIS	5480 - Rockaway Boro
	1 - Transcript evaluation	07/2015	07/2017	1001885
11	Standard	0101 - School Administrator	00 - BY APPLICANT	0000 - Unknown
	1 - Transcript evaluation	09/2016		1038200

*** For additional information about certification, please contact the Office of Certification and Induction at:**

New Jersey Department of Education
P.O. Box 500
Trenton, NJ 08625-0500
or
call us: (609) 292-2070
or
Email us: Licensing.Requests@doe.state.nj.us

SUPERINTENDENT

Detailed Statement of Contract Costs

District: Ridgewood Public Schools
Name: Mark Schwarz, Ed.D.

Date BOE Authorized Submission to County Office	8/24/2026
District Grade Span	PK-12
On Roll Students as of 10-15	5,433

Yrs. In District as Supt.___3___ Total Yrs. Exp. In Position___11__

Contract Term:	Year 1 2026-2027	Year 2 2027-2028	Year 3 2028-2029	Year 4 2029-2030	Year 5 2030-2031
Salary					
Salary	$ 279,992	$ 288,392	$ 297,044	$ 305,955	$ 315,133
High School	$ -	$ -	$ -	$ -	$ -
Longevity	$ -	$ -	$ -	$ -	$ -
Shared Service	$ -	$ -	$ -	$ -	$ -
Total Annual Salary	$ 279,992	$ 288,392	$ 297,044	$ 305,955	$ 315,133
Additional Salary					
Quantitative Merit Goals	$ -	$ -	$ -	$ -	$ -
Qualitative Merit Goals	$ -	$ -	$ -	$ -	$ -
Total Additional Salary	$ -	$ -	$ -	$ -	$ -
Total Annual Salary plus Additional Salary	$ 279,992	$ 288,392	$ 297,044	$ 305,955	$ 315,133
Board Contribution for Cost of Premiums for:					
Health Insurance	$ 39,257	$ 39,257	$ 39,257	$ 39,257	$ 39,257
Prescription Insurance	$ -	$ -	$ -	$ -	$ -
Dental Insurance	$ 1,020	$ 1,020	$ 1,020	$ 1,020	$ 1,020
Vision Insurance	$ -	$ -	$ -	$ -	$ -
Disability Insurance	$ -	$ -	$ -	$ -	$ -
Long-term Care Insurance	$ -	$ -	$ -	$ -	$ -
Life Insurance	$ -	$ -	$ -	$ -	$ -
Other Insurance - Describe:	$ -	$ -	$ -	$ -	$ -
Waiver of Benefits	$ -	$ -	$ -	$ -	$ -
Section 125 Plan Reimbursements - Describe:	$ -	$ -	$ -	$ -	$ -
Board Contribution for Cost of Premiums	$ 40,277	$ 40,277	$ 40,277	$ 40,277	$ 40,277
Employee contribution to health benefits as per law	$ 9,000	$ 9,000	$ 9,000	$ 9,000	$ 9,000
Total Health Benefit Compensation	$ 31,277	$ 31,277	$ 31,277	$ 31,277	$ 31,277
Other Compensation					
Travel and Expense Reimbursement (Estimated Annual Cost)	$ 6,000	$ 6,000	$ 6,000	$ 6,000	$ 6,000
Professional Development (Capped Amount or Estimated Annual Cost)	$ 10,000	$ 10,000	$ 10,000	$ 10,000	$ 10,000
Tuition Reimbursement	$ -	$ -	$ -	$ -	$ -
Mentoring Expenses - Describe:	$ -	$ -	$ -	$ -	$ -
National/State/County/Local/Other Dues	$ 7,000	$ 7,000	$ 7,000	$ 7,000	$ 7,000
Subscriptions	$ -	$ -	$ -	$ -	$ -
Board Paid Cell Phone or Reimbursement for Personal Cell Phone	$ 960	$ 960	$ 960	$ 960	$ 960
Computer for Home use, including supplies, maintenance, internet	$ 2,000	$ 2,000	$ 2,000	$ 2,000	$ 2,000
Other - Describe:	$ -	$ -	$ -	$ -	$ -
Total Other Compensation	$ 25,960	$ 25,960	$ 25,960	$ 25,960	$ 25,960
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	$ 23,692	$ 48,805	$ 50,269	$ 51,777	$ 53,330
Total Sick and Vacation Compensation	$ 38,692	$ 63,805	$ 65,269	$ 66,777	$ 68,330
TOTAL CONTRACT COSTS	$ 375,920	$ 409,433	$ 419,549	$ 429,968	$ 440,700

Tot. Vac. Days__22__Holidays__20__Personal__3__ Total___45___