EMPLOYMENT CONTRACT

SUPERINTENDENT OF SCHOOLS

THIS EMPLOYMENT CONTRACT is made and entered into as of the 31st day of Aug., 2026 by and between the **NORTHERN HIGHLANDS REGIONAL HIGH SCHOOL DISTRICT BOARD OF EDUCATION** County of Bergen, with offices located at 298 Hillside Avenue, Allendale, NJ 07401 (hereinafter referred to as the "Board"), and **Dr. Michael J. Barcadepone** (hereinafter "Dr. Barcadepone " or "Superintendent").

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

WHEREAS, the Board desires to provide the Superintendent with a written Employment Agreement in order to enhance administrative stability and continuity within the District, 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 Agreement 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 District; 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, the Board and Dr. Barcadepone, for the consideration herein specified, agree as follows:

A. EMPLOYMENT TERM

The Board, in consideration of the promises herein contained of Dr. Barcadepone, hereby employs Dr. Barcadepone as, and he hereby accepts employment as, the Superintendent of the Northern Highlands Regional School District for a four and one half year term, effective January 2, 2027 through June 30, 2031.

B. RESPONSIBILITIES

The Superintendent shall have general supervision over the District and all attendant powers and duties as set forth by law. The Superintendent shall:

1. Faithfully perform the duties of the Superintendent for the Board and serve as the Superintendent in accordance with the laws of the state of New Jersey, rules and regulations adopted by the State Board of Education, and policies which are adopted from time to time by the Board. The specific

job description adopted by the Board, applicable to the position of Superintendent of Schools is incorporated into this Employment Agreement and the job description shall be followed by the Superintendent and the Board. A copy of the job description is attached hereto as Exhibit A;

2. Devote his full-time skills, energy and attention to the business of the Board and shall not engage in other employment or activities which would unreasonably interfere with the performance of his duties as a Superintendent. 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.

3. Serve as the Chief Executive and Administrative Officer of the Board and shall have general supervision over all aspects of the District's operations, including fiscal operations and instructional programs, and the Superintendent shall keep himself informed as to the condition and progress thereof and, from time to time, shall make reports thereon to the Board, and, when so required, to the Executive County Superintendent, to the Commissioner of Education and to the State Board of Education of New Jersey;

4. Carry out the administration of instruction and business affairs of the District, with the assistance of staff, in accordance with the legal obligations required by law and the responsibilities as outlined above, including the job description;

5. Recommend the selection, placement, appointment, reappointment, non-renewal, and transfer of personnel, subject to the approval of the Board in accordance with the responsibilities as outlined above, and subject to applicable board policies and directives, all in accordance with N.J.S.A. 18A:27-4.1. 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;

6. 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.

7. Study and make recommendations with respect to criticisms and complaints, which the Board, either individually or collectively, shall refer to the Superintendent in accordance with the responsibilities outlined above. The Superintendent shall have the right to contact the Board's attorney for legal assistance as the need arises in carrying out his duties;

8. 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 in accordance with N.J.A.C. 6A:23A-7 and N.J.S.A. 18A:11-12;

9. Assume responsibility for the administration of the affairs of the District, including but not limited to programs, personnel, and fiscal operations and instructional programs; all duties and responsibilities herein shall be performed and discharged by the Superintendent or by staff at the Superintendent's direction;

10. Have a seat on the Board and have the right to speak (but not vote) on all issues before the Board in accordance with N.J.S.A. 18A:17-20(a) and other applicable law. The Superintendent shall

attend all regular and special meetings of the Board, (except where a Rice notice has been served upon the Superintendent notifying him that his employment will be discussed in closed session, and the Superintendent had not requested that the meeting be conducted in public, or where the Superintendent has a conflict of interest), and all committee meetings thereof, and shall serve as advisor to the Board and said committees on all matters affecting the District.

11. Suggest regulations, rules, policies, and procedures deemed necessary for compliance with law and/or for the well-being of the District;

12. 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 board policies and regulations; and

13. Report to the Board and adhere to appropriate and lawful directions from the Board consistent with the performance and parameters set forth in the job description, N.J.S.A. Title 18A, N.J.A.C. Title 6A and the New Jersey School Ethics Act and other applicable New Jersey state and Federal Law.

14. The Board shall not substantially increase the duties of the Superintendent by assigning him 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 shall be reflected in an addendum to this Employment Agreement, and such addendum shall be approved by the Executive County Superintendent.

    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 description for the Superintendent, which may be modified from time to time, consistent with the intent set forth above.

C. CERTIFICATION

Dr. Barcadepone represents to the Board that he currently possesses all valid, appropriate New Jersey certifications required to serve as a Superintendent in the State of New Jersey. In accordance with the requirements of N.J.S.A. 18A:17-15.1, if at any time during the term of this Contract, the Certification(s) allowing for service in this position is/are revoked, this Contract shall be null and void as of the date of the revocation.

D. COMPENSATION

A. Salary:

The Board will pay the Superintendent an annual salary as follows:

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	Year 1 2026-2027	Year 2 2027-2028	Year 3 2028-2029	Year 4 2029-2030	Year 5 2030-2031
Salary	$268,000 (annualized, prorated as necessary)*	3.5% increase over 2026-2027 salary.	3.5% increase over 2027-2028 salary.	3.5% increase over 2028-2029 salary.	3.5% increase over 2029-2030 salary.

*The annualized first year amount is set forth above. However, for purposes of this Agreement, the contract will begin on January 2, 2027 and the yearly salary will be divided (1/2) as necessary.

B. The annual salary shall be paid to the Superintendent in accordance with the schedule of salary payments in effect for other certified employees.

C. Any adjustment in salary made during the life of this Contract shall be in the form of an amendment and shall become part of this Contract, but it shall not be deemed that the Board and the Superintendent have entered into a new employment contract. Any such amendments are subject to approval by the Executive County Superintendent.

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. LEAVES

A. VACATION

i. As Superintendent, Dr. Barcadepone shall be granted twenty-five (25) vacation days annually, all of which shall be available to the Superintendent on July 1st of each year, but shall be considered earned on a monthly pro-rata basis. School vacations do not constitute time off for the Superintendent unless he uses his leave time. The Board encourages the Superintendent to take his full vacation allotment each year; however, the Superintendent may carry-over up to a maximum of ten (10) vacation days for use in the following year. If the carried-over days are not used by June 30th of the subsequent school year, such days are forfeited.

ii. The Superintendent shall be permitted to take vacation days upon prior notice to the Board during the school year, and if so designated by the Board, the Board President or designee during the school year. Requests to use successive vacation days of more than one week require thirty (30) days written notice to the Board President, with a copy of the notice to the Business Administrator. During summer recess, the Superintendent shall use discretion and notify the Board President and Business Administrator of the vacation schedule. The Board, through its Business Administrator, shall be responsible for maintaining written documentation of the Superintendent's earned, used, and accrued vacation days.

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iii. In the event that the Superintendent terminates the contract before the end of the contract year and the Superintendent has used more than the prorated number of vacation days for the partial year worked, the Superintendent shall reimburse the Board for the extra vacation days used.

iv. 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.

v. Upon separation from employment, the Superintendent shall be paid for his unused and earned vacation days, up to a thirty-five (35) 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.

B. HOLIDAYS

The Superintendent shall be entitled to the following holidays: Labor Day, Rosh Hashanah, Yom Kippur, NJEA Convention (2 days), Thanksgiving, Day after Thanksgiving, December 24, 25 and 26, December 31, January 1, Martin Luther King Day, President's Day, Good Friday, Memorial Day and July 4th, unless school is in session on these days. Except as otherwise set forth herein, the Superintendent shall be required to be in attendance during the scheduled school recess periods in accordance with the regular school calendar as adopted by the Board of Education.

C. SICK LEAVE

The Superintendent shall be allowed twelve (12) days' sick leave annually, all of which shall be available on July 1st of each year. The unused portion of such leave, at the end of each school year, shall be cumulative and available for sick leave, if needed, in subsequent years in accordance with N.J.S.A. 18A:30-7. Upon retirement from the District, the Board shall pay the Superintendent for accumulated, unused sick days at his then-current per diem rate, up to a maximum of $15,000.00. Throughout this contract, the per diem rate shall be calculated as 1/260 of his then-current annual salary in the year in which it was earned in accordance with N.J.A.C. 6A:23A-3.1(e)(9). Payment under this Section shall be made in full, one month following the Superintendent's effective retirement date, or, one month following the next Board meeting after the Superintendent's effective retirement date, whichever is later. If the Superintendent dies before his employment contract year is completed, no payment for unused accumulated sick leave may be made to his estate.

Upon the commencement of employment, the Board shall provide the Superintendent with a bank of twenty-five (25) sick days to be used in the event of illness, subject to the limitations set forth in

N.J.S.A. 18A:30-1. These banked sick days shall decrease in direct proportion to the number of sick days accumulated in the district and shall not be eligible for compensation.

D. PERSONAL LEAVE

The Superintendent shall be granted three (3) days of absence for personal matters which require absence during school hours, to be used at the Superintendent's discretion. Except for reasons of emergency, Dr. Barcadepone shall provide reasonable notice of the use of his personal days to the Board President. Unused personal days shall convert to sick days, up to fifteen (15) total carryover sick days in accordance with N.J.S.A. 18A:30-7.

F. BEREAVEMENT LEAVE

The Superintendent shall be granted up to five (5) bereavement days of absence for the death of an immediate family member. "Immediate family member" shall be defined as the Superintendent's spouse, domestic partner (N.J.S.A. 26:8A-3), civil union partner (N.J.S.A. 37:1-29), child, mother, father, sister, brother, grandparent, mother-in-law and father-in-law. Up to one (1) bereavement day will be granted for each death of other relatives not included in the above definition of immediate family member.

F. HEALTH INSURANCE

The Board shall provide the Superintendent with the same medical/dental insurance as is provided to other District Administrators. The Superintendent shall contribute towards healthcare the same as is required as other District administrators in accordance with applicable law. The premium contribution shall be paid by the Superintendent through payroll deduction. If the Superintendent waives his health insurance, he shall be entitled to 25% of the amount saved by the Board as a result of the waiver or Five Thousand Dollars ($5,000.00), whichever is less. Proof of alternate health benefits coverage must be provided to become eligible for the waiver payment.

G. JOB RELATED EXPENSES

1. TRANSPORTATION

The Superintendent shall be reimbursed for outside of District official travel at the approved State of New Jersey mileage rate, in accordance with then-current law and applicable New Jersey Office of Management and Budget (NJOMB) circulars.

2. LAPTOP/TABLET/CELL PHONE

The Board shall provide the Superintendent with a laptop computer and/or an Apple tablet for business related purposes and for reasonable personal use. The Board will provide the

Superintendent with a District cell phone for business usage, with the plan paid for by the District. These devices shall remain the property of the Board

H. REIMBURSEMENT FOR PROFESSIONAL DEVELOPMENT/MEMBERSHIP FEES

A. The Board shall pay for the Superintendent's annual dues in the New Jersey Association of School Administrators, Bergen County Association of School Administrators, New Jersey Superintendents Study Council and the American Association of School Administrators. Payment shall not exceed $5,000.00 annually.

B. Dr. Barcadepone may be permitted to annually attend the New Jersey School Boards Association Annual Workshop as well as one other annual conference sponsored by New Jersey Association of School Administrators. Subject to prior approval of the Board, the Superintendent may attend such other State and National conferences as are related to his position in the District and which are deemed to be fiscally prudent The Board will pay all such reasonable conference costs including travel, sustenance, lodging, and registration fees up to $2,500.00 for each year of this contract. Reimbursement shall be reimbursed subject to the provisions of N.J.S.A. 18A:11-12 and the OMB circulars and regulations. The Superintendent shall follow Board policy in supplying the necessary documentation for reimbursement.

C. If the Superintendent's state-mandated continuing education, as required by N.J.A.C. 6A:9C-4.3, the not included within the conferences, meetings and workshops included within Paragraphs A and B of this Section, the Board will pay for all such mandated continuing education up to a maximum separate amount of $500. The Superintendent will first attempt to complete such continuing education pursuant to Paragraphs A and B, above, or investigate other no-cost options prior to requesting approval for reimbursement under this Paragraph.

I. INDEMNIFICATION

The Board shall provide indemnification against civil actions in accordance with N.J.S.A. 18A:16-6; and reimbursement for legal expenses as required by N.J.S.A. 18A:16-6.1. If, in the good faith opinion of the Superintendent, a conflict exists in regard to the defense of any claim, demand or action brought against him, and the position of the Board in relation thereto, the Superintendent may engage his own legal counsel, in which event the Board shall indemnify the Superintendent for the reasonable costs of his legal defense if it is determined that the conduct fits within the requirements of N.J.S.A. 18A:16-6 or N.J.S.A. 18A:16-6.1. The Board further agrees to cover the Superintendent under the Board's liability insurance policies, including employment practices liability coverage.

J. EVALUATION

A. The Board shall evaluate the performance of the Superintendent at least once a year on or before June 30th in accordance with statutes, regulations and Board policy relating to Superintendent

evaluation. Each annual evaluation shall be in writing and shall represent a majority of the full membership of the Board. 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, the responsibilities of the Superintendent as set forth in the job description for the position of Superintendent (incorporated herein by reference, except to the extent this Contract provides otherwise) 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 30th 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 Superintendent's start date in the District, or another mutually acceptable date, 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 before June 1 or a mutually agreed-upon date 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 in accordance with Rice notice protocols. 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.

K. PERSONNEL RECORDS

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

The Superintendent shall have the right, upon request, to review the contents of his personnel file and to receive copies at Board expense of any documents contained therein. He shall be entitled to have a representative accompany him during such review. 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.

L. RIGHT TO LEGAL COUNSEL

Dr. Barcadepone acknowledges that he has been informed of his right to be represented by legal counsel regarding the negotiation, development, and approval of this Contract and that the Board's legal counsel does not represent him in the matter. However, Dr. Barcadepone shall have the right to contact the Board attorney for legal assistance, and to rely on the advice given, on all other matters as the need arises in carrying out his duties.

M. CRIMINAL HISTORY BACKGROUND CHECK

Dr. Barcadepone shall provide evidence of criminal history background clearance prior to the commencement of employment with the Board.

N. TERMINATION OF EMPLOYMENT CONTRACT

This Contract may be terminated by:

1. failure to possess/obtain proper certification

2. agreement of the parties; or

3. unilateral termination by the Superintendent upon one hundred and twenty (120) days written notice to the Board; or

4. notification in writing by the Board to the Superintendent, at least one hundred and fifty (150) days prior to the expiration of this Contract, of the Board's intent not to renew this contract.; or

5. if the Superintendent's certificate is revoked, this contract shall automatically terminate and become null and void as of the date of the revocation; or

6. dismissal for unbecoming conduct, incapacity, inefficiency, or other just cause in accordance with N.J.S.A. 18A:6-10 *et seq.* and N.J.S.A. 18A:17-15, *et seq.*

O. RENEWAL - NON RENEWAL

This Employment Contract shall automatically renew for a term of 5 calendar years, expiring July 1, 2036, 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, 150 days prior to the end of the contract term 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.

P. COMPLETE AGREEMENT

This contract embodies the entire agreement between the parties hereto and cannot be varied except by written agreement of the Superintendent and the Board. Any modifications to this contract must have prior approval of 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.

Q. CONFLICTS

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

R. SAVINGS CLAUSE

If, during the term of this contract, it is found that a specific clause of the contract is illegal in federal or State law, the remainder of this contract not affected by such a ruling shall remain in force and any such provision inconsistent with law shall be superseded by such law. 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.

S. NEW JERSEY LAW

This Agreement shall be construed in accordance with the provisions of the laws of New Jersey.

IN WITNESS WHEREOF, they set their hands and seals to this contract effective on the day and year first above written:

APPROVED

NORTHERN HIGHLANDS REGIONAL HIGH SCHOOL BOARD OF EDUCATION

Dr. Michael Barcadepone
Superintendent

DATE: 9/1/2026

By: Christine Ferrarie
Christine Ferrarie
Board President

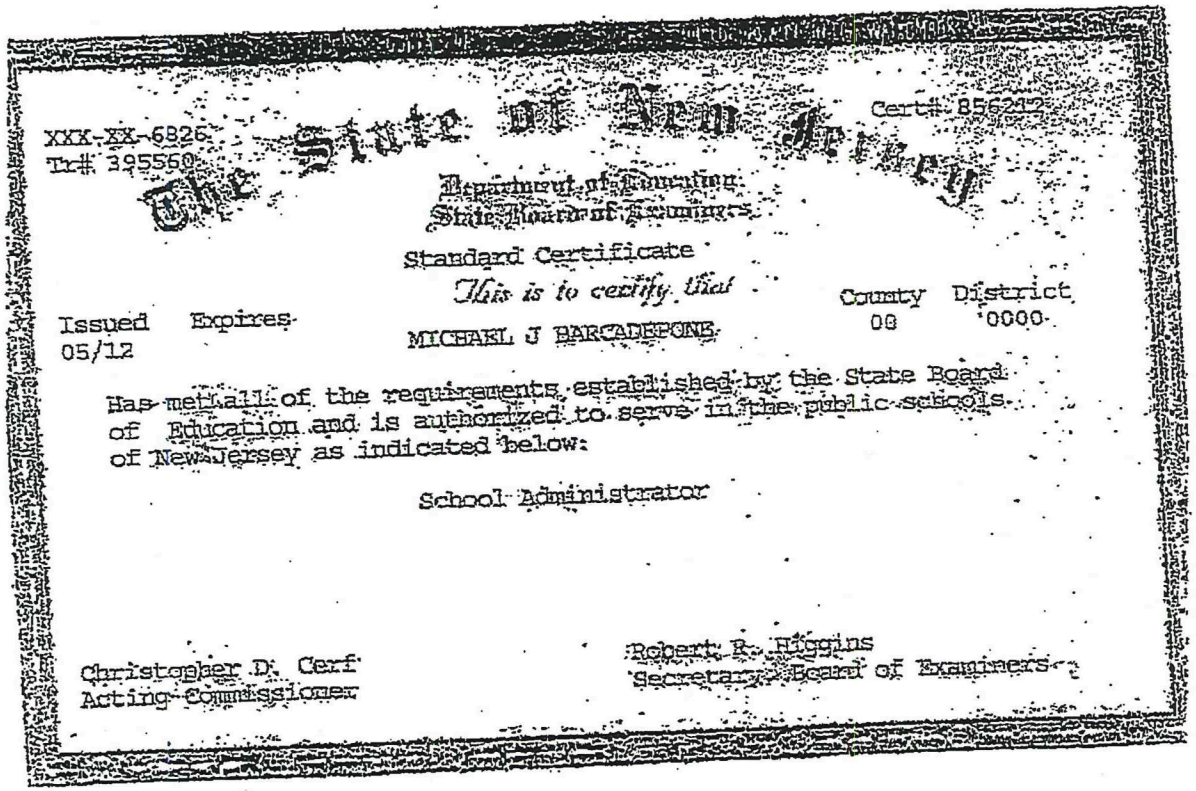
DATE: 8/31/2026

WITNESS:

DATE: 9/1/2026

By: Sue Anne Mather

DATE: 8/31/2026



XXX-XX-6826
Tr# 395560

Cert# 856212

The State of New Jersey

Department of Education
State Board of Examiners

Standard Certificate

This is to certify that

MICHAEL J BARCADEPONE

Issued 05/12 | Expires | County 08 | District 0000

Has met all of the requirements established by the State Board of Education and is authorized to serve in the public schools of New Jersey as indicated below:

School Administrator

Christopher D. Cerf
Acting Commissioner

Robert R. Higgins
Secretary, Board of Examiners

SUPERINTENDENT

Detailed Statement of Contract Costs

District: NORTHERS HIGHLANDS REGIONAL HIGH SCHOOL					
Name: DR. MICHAEL J. BARCADEPONE					
Date BOE Authorized Submission to County Office					
District Grade Span	9-12				
On Roll Students as of 10-15-25	1250 +/-				
Yrs. In District as Supt.___0___ Total Yrs. Exp. In Position__15___	**Year 1**	**Year 2**	**Year 3**	**Year 4**	**Year 5**
Contract Term:	**2026-2027**	**2027-2028**	**2028-2029**	**2029-2030**	**2030-2031**
Salary	Prorated				
Salary: Start date 1/2/2027	$134,000	$277,380	$287,088	$297,136	$307,536
High School	$ -	$ -	$ -	$ -	$ -
Longevity	$ -	$ -	$ -	$ -	$ -
Shared Service	$ -	$ -	$ -	$ -	$ -
Total Annual Salary	$134,000	$277,380	$287,088	$297,136	$307,536
Additional Salary					
Quantitative Merit Goals	$ -	$ -	$ -	$ -	$ -
Qualitative Merit Goals	$ -	$ -	$ -	$ -	$ -
Total Additional Salary	$ -	$ -	$ -	$ -	$ -
Total Annual Salary plus Additional Salary	$134,000	$277,380	$287,088	$297,136	$307,536
Board Contribution for Cost of Premiums for:					
Health Insurance (Estimate increase 34%/year)	$ 49,664	$ 66,549	$ 89,176	$119,496	$160,125
Prescription Insurance - included in health premium	$ -	$ -	$ -	$ -	$ -
Dental Insurance (Estimated increase 5% every 2 years)	$ 1,286	$ 1,286	$ 1,351	$ 1,351	$ 1,418
Vision Insurance - included in health premium	$ -	$ -	$ -	$ -	$ -
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	$ 50,950	$ 67,836	$ 90,527	$120,847	$161,543
Employee contribution to health benefits as per law	$ 3,000	$ 9,000	$ 9,000	$ 9,000	$ 9,000
Total Health Benefit Compensation	$ 47,950	$ 58,836	$ 81,527	$111,847	$152,543
Other Compensation					
Travel and Expense Reimbursement (Estimated Annual Cost)	$ 2,500	$ 2,500	$ 2,500	$ 2,500	$ 2,500
Professional Development (Capped Amount or Estimated Annual Cost)	$ 500	$ 500	$ 500	$ 500	$ 500
Tuition Reimbursement	$ -	$ -	$ -	$ -	$ -
Mentoring Expenses - Describe:	$ -	$ -	$ -	$ -	$ -
National/State/County/Local/Other Dues	$ 5,000	$ 5,000	$ 5,000	$ 5,000	$ 5,000
Subscriptions	$ -	$ -	$ -	$ -	$ -
Board Paid Cell Phone or Reimbursement for Personal Cell Phone	provided	provided	provided	provided	provided
Computer for Home use, including supplies, maintenance, internet	provided	provided	provided	provided	provided
Other - Describe:	$ -	$ -	$ -	$ -	$ -
Total Other Compensation	$ 8,000	$ 8,000	$ 8,000	$ 8,000	$ 8,000
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	$ 18,038	$ 37,340	$ 38,647	$ 39,999	$ 41,399
Total Sick and Vacation Compensation	$ 33,038	$ 52,340	$ 53,647	$ 54,999	$ 56,399
TOTAL CONTRACT COSTS	$222,988	$396,555	$430,261	$471,982	$524,478
Tot. Vac. Days__25__Holidays__17__Personal__3__ Total___45___					