



*State of New Jersey*  
DEPARTMENT OF EDUCATION

**Hudson County Office**  
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ANGELICA ALLEN-McMILLAN, Ed.D.  
*Acting Commissioner*

MELISSA A. PEARCE  
*Interim Executive County Superintendent*

PHILIP D. MURPHY  
*Governor*

SHEILA Y. OLIVER  
*Lt. Governor*

August 4, 2021

Ms. Sharyn Angley, Board President  
Hoboken Board of Education  
158 Fourth Street  
Hoboken, NJ 07030

Dear Ms. Angley:

I have reviewed the employment contract for Dr. Christine Johnson in accordance with N.J.A.C. 6A:23A-3.1. I have determined that the provisions of the contract are in compliance with the regulations. Therefore, I approve the contract for Superintendent for the period of July 1, 2021, through June 30, 2026. You are now required to have a public hearing on the contract and then this document must be approved by the district Board of Education. After approval, a signed copy of said contract should be forwarded to my office.

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

Sincerely,

A handwritten signature in blue ink, appearing to read "Melissa A. Pearce".

Melissa A. Pearce  
Interim Executive County Superintendent

c: Joyce Good, School Business Administrator

**CONTRACT OF EMPLOYMENT**

This Contract is made this \_\_\_\_ day of \_\_\_\_\_, 2021, between

**THE HOBOKEN BOARD OF EDUCATION,**

(hereinafter the "Board"), with offices located

at 524 Park Avenue, Hoboken, New Jersey

07030 and

Christine A. Johnson (hereinafter the "Superintendent").

**PREAMBLE**

**WITNESSETH**

**WHEREAS,** the Board desires to employ the Superintendent to serve as the chief school administrator 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 Christine A. Johnson as Superintendent of Schools for the period of July 1, 2021 through July 1, 2026. The parties acknowledge that this Contract must be approved by the Executive County Superintendent for Hudson County in accordance with applicable law and regulation prior to approval by the Board.

**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 postsecondary 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 and attached as Exhibit A.

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 her vacation time, or at other times when she is not required to be present in the district, she shall retain any honoraria paid. The Superintendent shall notify the Board President in the event she 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 her to work long and irregular hours, and occasionally may require that she attend to district business outside of the district.

C. 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. However, the Board shall not assign to the Superintendent the duties or responsibilities of another position or job title unless the parties are able legally to negotiate additional compensation commensurate with the duties or responsibilities to be assigned. Any such change in compensation shall be subject to the review and approval of the Executive County Superintendent for Hudson

County. 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

A. 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.

1. Salary. In the first year of this Contract, the Board shall pay the Superintendent an annual salary of one hundred ninety three thousand, seven hundred seventy-eight dollars (\$193,778.00), which includes a high school salary increment of five thousand dollars (\$5,000.00). For each of the following four years of this Contract, the Superintendent shall receive an annual increase of two percent (2%) over the prior year's total salary, plus a high school salary increment of five thousand dollars (\$5,000.00), for total salaries as follows: In 2022-2023, the Superintendent's total salary will be two hundred two thousand, six hundred fifty-four dollars (\$202,654.00). In 2023-2024 the Superintendent's total salary will be two hundred eleven thousand, seven hundred seven dollars (\$211,707.00). In 2024-2025, the Superintendent's total salary will be two hundred twenty thousand, nine hundred forty-one dollars (\$220,941.00). In 2025-2026, the Superintendent's total salary will be two hundred thirty thousand, three hundred sixty dollars (\$230,360.00).

2. The annual salary shall be paid to the Superintendent in accordance with the schedule of salary payments in effect for other certified employees. Any change in the Superintendent's salary shall be subject to the review and approval of the Executive County Superintendent for Hudson County.

3. Merit Bonuses. Merit bonuses may be provided to the Superintendent based on the Superintendent's achievement of certain qualitative and quantitative criteria. The Superintendent will be eligible to receive up to three (3) Quantitative merit bonuses and two Qualitative merit bonuses annually. The Superintendent shall be entitled to receive such merit bonuses commencing at the end of the 2021-2022 school year. The Superintendent will be eligible to receive a merit bonus equivalent to 3.33% of her annual salary for each quantitative merit criterion achieved and 2.5% of her annual salary for each qualitative merit criterion achieved. Merit bonuses shall not be cumulative and shall be payable in a lump sum at the end of each school year upon the achievement of each quantitative or qualitative merit criterion.

By no later than September 1, 2021, and by June 30 of each following school year, the Board shall establish written criteria for determining each merit bonus to be applicable to the upcoming school year and shall submit such criterion to the Executive County Superintendent for Hudson County review and approval. The Executive County Superintendent shall approve or disapprove the selection of quantitative merit and/or qualitative merit criteria and the data that form the basis of measuring the achievement of such criteria prior to adoption by the Board. Both parties will discuss a draft of the criteria prior to submission to the Executive County Superintendent for review.

Prior to the payment of any merit bonus, the Board shall submit a resolution to the Executive County Superintendent certifying that a quantitative and/or qualitative merit criterion has been satisfied and shall await a confirmation of the satisfaction of such criterion from the Executive County Superintendent prior to payment of the same.

4. Notwithstanding the foregoing, no salary increase of any kind will take effect on midnight July 1, 2026 unless the parties have agreed to a contract extension. The terms of the extension will govern all increases to take effect after July 1, 2026.

B. Sick Leave: On July 1 of each year of the Contract, the Superintendent shall receive 12 sick days. Unused sick leave days shall be cumulative in accordance with the provisions of Title 18A. Upon the Superintendent's retirement, the Board shall pay her for her unused accumulated sick days at a per diem rate of 1/260th of her final annual salary, subject to a maximum payment of \$15,000.00. Any such payment shall be made within thirty (30) days of the Superintendent's last day of employment. Accumulated unused sick leave compensation shall not be paid to the Superintendent's estate or beneficiaries in the event of death prior to retirement.

C. Professional Membership: The Superintendent shall be entitled to membership, at the Board's expense for professional dues in the NJASA, AASA, and Hudson County ASA professional associations. The Superintendent also shall be entitled to reimbursement for expenses incurred attending the NJSBA Fall Conference and the NJASA Spring Conference in accordance with *P.L. 2007, c. 53, The School District Accountability Act* and affiliated regulations (*N J S.A. 18A:1 1-12 and N J A.C. 6A:23A-7.1, et seq.*). Such reimbursement shall comply with all applicable provisions of state statutory and regulatory provisions and guidance, and with board policy.

D. Health Benefits: The Board shall provide the Superintendent with the same individual or family health benefits coverage offered to other Board employees. The Superintendent will be subject to the required employee contributions for medical insurance in accordance with P.L. 2011, Chapter 78.

E. Vacation Leave:

1. The Superintendent shall be entitled to an annual vacation of 25 working days per year. The Superintendent's existing vacation bank will be available to the Superintendent at the start of this new contract. All of the vacation days shall be available for the Superintendent's use on July 1<sup>st</sup> of the first year, and July 1<sup>st</sup> of each subsequent year of the Contract.

2. The Superintendent shall take her vacation time after giving the Board President reasonable notice. The Superintendent may take vacation days during the school year, upon notice to the Board President. The Superintendent should attempt to take no less than two (2) weeks of vacation leave when school is not in session. 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 her full vacation allotment each year; however, if the Superintendent is unable to take her full vacation allotment in a given year due to business demands, the Superintendent may carry over not more than 10 vacation days from year-to-year. All days carried over must be used first in the next year, or those days not taken will be forfeited.

4. Upon the Superintendent's separation from employment, the Board shall pay the Superintendent for her unused, accrued vacation days at the per diem rate of 1/260<sup>th</sup> of her final annual salary. Any such payment shall be made within 30 days of the Superintendent's last day of employment. In the event of the Superintendent's death, payment shall be made to her estate.



F. Holidays: The Superintendent shall be entitled to the following holidays: Labor Day, Yom Kippur or Rosh Hashanah, Columbus Day, NJEA Convention, Thanksgiving and the day after Thanksgiving, Christmas Eve and Christmas Day, New Year's Day, Martin Luther King Day, Presidents Day, Good Friday, Memorial Day, July 4<sup>th</sup>, and all approved school holidays. All holidays are subject to the school calendar.

G. Personal Days: The Superintendent shall be entitled to 4 personal days of paid leave each school year to attend to personal business during the school day. Personal days may be taken during the school year with the prior permission of 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. Personal days are non-cumulative and non-reimbursable.

H. Bereavement Leave: The Superintendent shall be entitled to 7 bereavement days per school year for the death of a relative (as that term is defined in *N.J.A.C. 6A:23A-1.2*). Such days shall be non-cumulative.

I. Mileage: The Superintendent shall be reimbursed for actual mileage when using her personal vehicle for Board business as annually established by the Annual Appropriations Act or the New Jersey Office of Management and Budget. Automobile mileage shall be reimbursed at the rate of \$.35/mile or the rate established by the Office of Management and Budget, whichever is higher. Reimbursement for the use of a personal vehicle shall be tendered only upon proof of compliance with applicable regulations. The Superintendent shall be reimbursed for necessary food and travel expenses consistent with *N.J.A.C. 6A:23A-7.1, et seq.*

J. Leave: The Superintendent shall be responsible for filing a time-off slip, in advance of the time off, as set forth herein, or immediately upon her return to the district

in the event of an unplanned absence, with the Board Secretary each time any leave is taken. The Superintendent and the Board President shall periodically review the Superintendent's attendance record to assure correctness.

K. Technology: In light of her responsibilities as the Superintendent, the Board shall provide the Superintendent with a cellphone/PDA to tend to District business. The Superintendent shall be allowed incidental personal use of the cellphone/PDA.

L. Professional Growth of Superintendent: The Board encourages the continuing professional growth of the Superintendent. In light of her responsibilities as the Superintendent, upon pre-approval by the Board, the Board shall pay and/or reimburse the Superintendent up to two thousand five hundred dollars (\$2,500.00) per school year in tuition/workshop fees for professional conferences or courses.

## ARTICLE V

### ANNUAL EVALUATION

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 consensus of the Board. Prior to final action by the Board in closed session, 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, and such other criteria as the State Board of Education shall by regulation prescribe. The final draft of the annual evaluation shall be adopted by the Board in June of each year. The Superintendent shall propose a schedule for evaluation for the next year to the Board President by the annual organization meeting each year.

## **ARTICLE VI**

### TERMINATION OF EMPLOYMENT CONTRACT

A. This Contract shall terminate and the Superintendent's employment will cease, under any one of the following circumstances:

1. 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*;

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 February 1, 2022 of the Board's intent not to renew this Contract; or

5. material misrepresentation of employment history, educational and/or professional credentials relating to her position as a certificated educator, or of her criminal background.

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 her pending resolution of the criminal charges. Such suspension shall be with pay prior to indictment, and may be with or without pay, at the Board's discretion, subsequent to indictment, unless the Board certifies contractual tenure charges.

C. Nothing in this Contract shall affect the Board's rights with regard to suspension under *N.J.S.A.* 18A:6-8.3 and applicable case law.

D. The Superintendent may terminate this Employment Contract upon at least 90 calendar days written notice to the Board, filed with the Board Secretary, of her 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 her duties in accordance with *N.J.S.A.* 18A:27-9, so long as it continues to pay 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.*

## ARTICLE VII

### RENEWAL - NON RENEWAL

This Employment Contract shall automatically renew for a term of five years, expiring June 30, 2030, unless either of the following occurs:

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

B. the Board notifies the Superintendent in writing, on or prior to February 1, 2025 that she will not be reappointed at the end of the current term, in which case her employment shall cease upon the expiration of this Contract.

## **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. Any such written agreement is subject to the review and approval of the Executive County Superintendent for Hudson County.

## **ARTICLE IX**

### **SAVINGS AND CONFLICTS CLAUSE**

If, during the term of this Contract, it is found that a specific clause of the Contract is illegal under federal or state law, the remainder of the Employment Contract is not affected by such a ruling and shall remain in full force.

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 state or federal law, then, unless otherwise prohibited by law, the terms of this Contract shall take precedence over the contrary provisions of the Board's policies or any such permissive law during the term of the contract.

**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

HOBOKEN BOARD OF EDUCATION

\_\_\_\_\_  
Christine A. Johnson

\_\_\_\_\_  
Sharyn Angley, Board President

Date: \_\_\_\_\_

Date:

\_\_\_\_\_

WITNESS:

WITNESS:

\_\_\_\_\_

\_\_\_\_\_  
Joyce Goode  
School Business Administrator

Exhibit, Job Description - SUPERINTENDENT

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TITLE: SUPERINTENDENT

QUALIFICATIONS:

1. Valid New Jersey School Administrator Certificate or eligibility
2. Central office, school administration and teaching experience as determined by the board
3. Demonstrated success with curriculum, personnel management, school finance and strategic planning
4. Strong leadership and communication skills
5. Required criminal history background check and proof of U.S. citizenship or legal resident alien status Board of Education

REPORTS TO: Every district employee

SUPERVISES: To inspire, lead, guide, and direct every member of the administrative, instructional, and support services staff in setting and achieving the highest standard of excellence, so that each student enrolled in the district may be provided with an appropriate and effective education.

JOB GOAL:

SCOPE OF RESPONSIBILITY: Leadership and management responsibilities of the Superintendent shall extend to all activities of the district, to all phases of the educational program, to all aspects of the financial operation, to all parts of the physical plant, and to the conduct of such other duties as may be assigned by the Board. The Superintendent may delegate these duties together with appropriate authority, but may not delegate nor relinquish ultimate responsibility for results or any portion of accountability.

## PERFORMANCE RESPONSIBILITIES:

### A. Instructional Leadership:

1. Ensures that a system of thorough and efficient education, as defined in state law and code is available to all students.
2. Ensures that the goals of the school system are reflected in its educational program and operations.
3. Provides for the timely completion of annual district and school-level reporting and planning requirements including school report cards, pupil performance objectives, and a quality assurance report to the public.
4. Reviews with staff all curriculum guides and courses of study annually in accordance with a Board adopted evaluation schedule. Recommends, for board adoption, curricula, courses, textbooks and time schedules.
5. Ensures implementation and evaluation of all board-approved written curriculum for all subjects and inclusion of mandated programs and state core curriculum content standards.
6. Provides for curriculum articulation among grades and schools in the district and between/among constituent districts in a regional school system or sending-receiving agreement.
7. Encourages staff to develop programs, services and projects that reflect instructional diversity, alternatives and flexibility, while assuring an articulated, consistent education for all students.
8. Ensures the effectiveness of the instructional program by measuring student achievement against state and local standards. Initiates program changes as necessary.
9. Develops guidelines and direction for monitoring the effectiveness of existing and new programs.
10. Seeks out available sources for grant funding to support programs and projects.
11. Keeps professionally current and informed on research-based educational practices.



B. Personnel Administration:

1. Mentors staff and demands high performance. Implements sound personnel practices.
2. Directs and supervises the administrative staff and through them all district staff.
3. Develops recruitment and retention procedures to assure well-qualified applicants for professional and nonprofessional positions. Participates in final candidate interviews, as appropriate, and recommends appointment, transfer, renewal and dismissal of all certified and noncertified staff to the Board.
4. Ensures that all staff is observed and evaluated annually in accordance with law and established procedures. Recommends certified and noncertified employees for contract renewal and/or tenure appointment.
5. Provides direction and serves as a resource for management representatives in negotiating with employee bargaining units. Supervises administration of collective bargaining agreements.
6. Recommends and implements the district's professional development plan.
7. Ensures that all teaching staff members fulfill continuing professional development and receive inservice training required by state/federal laws. Assumes responsibility for the maintenance of appropriate documentation in a central file and timely submission of all required reports.

C. Financial Management:

1. Ensures that the budget implements the district's goals.
2. Ensures implementation of board financial policies and district procedures. Provides direction to and supervision of school business functions. Encourages development and implementation of sound business practices.
3. Initiates and supervises development of the annual budget, providing opportunity for staff input. Recommends budget and budget priorities for board approval and communicates the educational and monetary impact of the budget to the community.
4. Ensures that the district develops and implements a multi-year (3-5 years) comprehensive maintenance plan, or otherwise directed by law.
5. Oversees school facility management to provide safe, efficient and attractive buildings, with strong emphasis on preventative maintenance and custodial care.

Ensures annual inspections of each school building for adherence to health and safety codes.

6. Continually assesses business management practices to achieve efficiency.
7. Ensures funds are spent prudently by providing adequate control and accounting of the district's financial and physical resources.

D. Student Services:

1. Ensures that a system of free appropriate special education and/or related services is available to all pupils with educational disabilities.

# SUPERINTENDENT

## Detailed Statement of Contract Costs

District: Hoboken Board of Education

Name: Dr. Christine Johnson

District Grade Span: PK - 12

On Roll Students as of 10-15 of the prior year 3108

	Year 1 2021-22	Year 2 2022-23	Year 3 2023-24	Year 4 2024-25	Year 5 2025-26
Contract Term:					
<b>Salary</b>					
Base Salary	\$188,778	\$197,654	\$206,707	\$215,941	\$225,360
High School Stipend	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
Longevity	\$0	\$0	\$0	\$0	\$0
<b>TOTAL ANNUAL SALARY</b>	<b>\$193,778</b>	<b>\$202,654</b>	<b>\$211,707</b>	<b>\$220,941</b>	<b>\$230,360</b>
<b>Additional Salary</b>					
Quantitative Merit Goals	\$ 19,358	\$ 20,245	\$ 21,149	\$ 22,072	\$ 23,013
Qualitative Merit Goals	\$ 9,689	\$ 10,133	\$ 10,585	\$ 11,047	\$ 11,518
Additional Compensation - Describe:					
Total Additional Salary	\$ 29,047	\$ 30,378	\$ 31,735	\$ 33,119	\$ 34,531
<b>TOTAL ANNUAL SALARY PLUS ADDITIONAL COMPENSATION</b>	<b>\$ 222,825</b>	<b>\$ 233,031</b>	<b>\$ 243,441</b>	<b>\$ 254,060</b>	<b>\$ 264,890</b>
<b>Total Premiums for:</b>					
Health Insurance	\$ 13,538	\$ 14,315	\$ 15,031	\$ 15,782	\$ 16,571
Prescription Insurance	\$ 3,889	\$ 4,083	\$ 4,287	\$ 4,501	\$ 4,726
Dental Insurance	\$ 1,502	\$ 1,577	\$ 1,656	\$ 1,739	\$ 1,826
Vision Insurance	\$ 223	\$ 234	\$ 246	\$ 258	\$ 271
Disability Insurance	\$ -	\$ -	\$ -	\$ -	\$ -
Other Insurance - Describe:	\$ -	\$ -	\$ -	\$ -	\$ -
Waiver of Benefits	\$ -	\$ -	\$ -	\$ -	\$ -
Total Cost of Premiums	\$ 19,152	\$ 20,209	\$ 21,220	\$ 22,280	\$ 23,394
Employee Contribution to Premiums as Per Law	\$ 6,099	\$ 6,439	\$ 6,761	\$ 7,099	\$ 7,454
<b>TOTAL HEALTH BENEFITS COMPENSATION</b>	<b>\$ 13,053</b>	<b>\$ 13,770</b>	<b>\$ 14,459</b>	<b>\$ 15,181</b>	<b>\$ 15,940</b>
<b>Other Compensation</b>					
Travel and Expense Reimbursement (Estimated Annual Cost)	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500

Professional Development (Capped Amount or Estimated Annual Cost)	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500
Tuition Reimbursement	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500
Mentoring Expenses - Describe:	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
National/State/County/Local/Other Dues	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500
Subscriptions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Board Paid Cell Phone or Reimbursement for Personal Cell Phone	\$ 780	\$ 780	\$ 780	\$ 780	\$ 780	\$ 780	\$ 780	\$ 780	\$ 780
Computer for Home use, including supplies, maintenance, internet	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other - Describe:	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>TOTAL OTHER COMPENSATION</b>	<b>\$ 8,780</b>	<b>\$ 8,780</b>	<b>\$ 8,780</b>	<b>\$ 8,780</b>	<b>\$ 8,780</b>	<b>\$ 8,780</b>	<b>\$ 8,780</b>	<b>\$ 8,780</b>	<b>\$ 8,780</b>
<b>Sick and Vacation Compensation</b>									
Max Paid for Unused Sick Leave Upon Retirement	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000
Max Paid for Unused Vacation Leave - Retirement or Separation	\$ 29,996	\$ 31,370	\$ 32,771	\$ 34,200	\$ 35,658	\$ 37,100	\$ 38,500	\$ 39,900	\$ 41,300
Total Sick and Vacation Compensation	\$ 44,996	\$ 46,370	\$ 47,771	\$ 49,200	\$ 50,658	\$ 52,100	\$ 53,500	\$ 55,000	\$ 56,500
<b>TOTAL CONTRACT COSTS</b>	<b>\$ 289,654</b>	<b>\$ 301,951</b>	<b>\$ 314,451</b>	<b>\$ 327,221</b>	<b>\$ 340,269</b>	<b>\$ 353,100</b>	<b>\$ 366,000</b>	<b>\$ 378,900</b>	<b>\$ 391,800</b>