State of New Jersey
DEPARTMENT OF EDUCATION
SOMERSET COUNTY OFFICE OF EDUCATION
PO BOX 3000 | 27 WARREN STREET, 4TH FLOOR
SOMERVILLE, NJ 08876
(908) 541-5700 | FAX: (908) 722-6902

MIKIE SHERRILL
Governor

DR. DALE G. CALDWELL
Lt. Governor

DR. LILY LAUX
Commissioner

ROGER A. JINKS
Interim Executive County Superintendent

July 31, 2026

Mr. Patrick Todd, Board President
Montgomery Township School District
1014 Route 601
Skillman, NJ 08558

Dear Mr. Todd:

I have received the proposed employment contract for Mary McLoughlin, Superintendent of Schools, Montgomery Township School District, in accordance with N.J.A.C. 6A:23A-3.1. I have determined that the provisions of the contract are in compliance with the regulations. Therefore, I approve the contract effective July 1, 2026 through June 30, 2031.

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

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

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

Please submit a signed copy of the contract to my office, along with the detailed Statement of Costs.

Thank you,

Roger A. Jinks

Roger A. Jinks
Interim Executive County Superintendent

MONTGOMERY TOWNSHIP SCHOOLS

<u>Employment Agreement</u>

SUPERINTENDENT OF SCHOOLS

This Employment Agreement made by and between the Board of Education of the Montgomery Township Schools, Somerset County, Skillman, New Jersey, (hereinafter referred to as "Board,") and Mary McLoughlin, (hereinafter referred to as "Superintendent").

Now, therefore, the parties hereto, intending to be legally bound hereby, and in consideration of the covenants herein contained, do hereby agree as follows:

SECTION A. <u>CONTRACT TERM</u>

The Board and the Superintendent entered into an Employment Agreement for the term commencing on July 1, 2023 and ending June 30, 2027 (hereinafter referred to as the "Present Employment Agreement"). The Board and the Superintendent desire to rescind the Present Employment Agreement prior to its conclusion and enter into a new Employment Agreement for the term commencing on July 1, 2026 and expiring June 30, 2031.

The Board hereby employs Mary McLoughlin as the Superintendent of Schools for a term beginning on July 1, 2026 and ending on June 30, 2031 and Mary McLoughlin agrees to accept said employment for said term in accordance with the provisions contained herein.

SECTION B. <u>TERMS AND CONDITIONS</u>

1. During the term of this Employment Agreement, the Superintendent agrees to act in the best interests of the Board and to perform the duties of the Superintendent in a competent and professional manner in accordance with the job description and with the laws and regulations of the State of New Jersey, the policies of the Board, and the regulations of the State of New Jersey.

2. The Superintendent covenants that she possesses all of the qualifications that are required by law to serve as a Superintendent. The Superintendent agrees to maintain throughout the term of this Employment Agreement a valid and current certificate or other legal credentials as may be required by applicable laws and regulations and to present the same to the Board. The Superintendent

further agrees to devote her time, skill, labor, and attention to said employment during the term of this Employment Agreement.

3. The Board shall not substantially increase the duties of the Superintendent by assigning her the duties or responsibilities of another person or title unless the parties agree to the assignment, and if additional compensation is paid for such assignment, the additional compensation shall be reflected in an addendum to this Employment Agreement, which shall be submitted to the Executive County Superintendent for approval.

SECTION C. <u>COMPENSATION</u>

1. The Board shall pay the Superintendent a prorated salary at the annual rate of Two Hundred Seventy-Nine Thousand Dollars ($279,000) for the period beginning on July 1, 2026 and ending June 30, 2027.

2. For the period from July 1, 2027 through June 30, 2028, the Board shall pay the Superintendent an annual prorated salary of Two Hundred Eighty-Four Thousand Five Hundred Eighty Dollars ($284,580), which represents a two percent (2%) increase on the previous year's salary.

3. For the period from July 1, 2028 through June 30, 2029, the Board shall pay the Superintendent an annual prorated salary of Two Hundred Ninety Thousand Two Hundred Seventy-Two Dollars ($290,272), which represents a two percent (2%) increase on the previous year's salary.

4. For the period from July 1, 2029 through June 30, 2030, the Board shall pay the Superintendent an annual prorated salary of Two Hundred Ninety-Six Thousand Seventy Dollars ($296,070),which represents a two percent (2%) increase on the previous year's salary.

5. For the period from July 1, 2030 through June 30, 2031, the Board shall pay the Superintendent an annual prorated salary of Three Hundred and One Thousand, Nine Hundred Ninety-Nine Dollars ($301,999), which represents a two percent (2%) increase on the previous year's salary.

6. The Superintendent's salary shall be paid in installments of one-twenty-fourth (1/24th) of the annual salary in accordance with the schedule of salary payments in effect for other certificated employees. The Superintendent's annual salary shall be prorated for any partial year worked. A day's pay shall be defined as 1/260th of the annual salary.

7. The Superintendent shall have the right during the Superintendent's employment, to take a reduction in salary and require the Board to use an amount corresponding to such reduction to purchase a tax-sheltered annuity and/or mutual fund investment in accordance with N.J.S.A. 18A:66-127. et seq. and applicable tax laws, including Sections 403 (b) and 457 (b) of the Federal Internal Revenue Code. The maximum amount of reduction in salary authorized shall be the maximum tax deferral amount permitted by the Federal Internal Revenue Code.

SECTION D. <u>VACATION LEAVE, PERSONNAL LEAVE AND OTHER BENEFITS</u>

The Superintendent shall receive the benefits listed below:

1. The Superintendent shall be entitled to twenty-five (25) prorated days of vacation with pay, all of which shall be available for use on July 1st of each year but earned at the rate of 2.08 days per month.

2. The Board encourages the Superintendent to take the allotted vacation days. However, in the event that the Superintendent does not take vacation that accrues in a given year because of business demands or the Superintendent's workload, the Superintendent may be permitted to carry over a maximum of ten (10) days to the succeeding school year. All days carried over must be used in the next year or those days not taken will be forfeited and shall have no cash value. Upon separation from employment, all unused but accumulated vacation days shall be paid to the Superintendent on a pro-rated basis of 2.08 days accrued per month. The Board shall make such a payment to the Superintendent within thirty (30) days of her last day of employment. In the event of the Superintendent's death, payment for her unused accrued vacation days shall be made to her estate.

3. Vacation days shall be scheduled by the Superintendent so as to minimize disruption of District activities and operations. For vacations of more than five (5) consecutive business days, the Superintendent shall take her vacation time after giving the Board President reasonable notice. The Superintendent will document the use of vacation time with the Assistant Superintendent of Human Resources through the staff attendance software.

4. The Superintendent shall be entitled to paid absences in the event of serious injury or serious illness of a family member, and for personal business, and serious household and family business which require absence during business

hours, as approved by the Board President. An allowance of three (3) personal days per year with pay shall be granted to care for personal matters. An allowance of three (3) family illness days per year with pay shall be granted to care for members of the immediate family for such purposes. Unused personal days shall convert to sick days at the end of each school year, subject to a maximum accumulation of fifteen (15) sick days per school year.

5. The Superintendent may subscribe to such professional publications and purchase such other books/manuals as are relevant to her professional responsibilities up to $1,000 per annum.

6. The Superintendent shall be entitled to bereavement leave as follows:

    a. Death of an Immediate Family Member: An allowance of up to five (5) days leave with pay shall be granted per occurrence. Immediate family shall include mother, father, mother-in-law, father-in-law, spouse, child, brother, sister, domestic or civil union partner, or any member of the immediate household.

    b. Death of Other Relatives: An allowance of up to three (3) days leave with pay shall be granted per occurrence. Other relatives shall include brother-in-law, sister-in-law, grandparent or grandchild.

    c. An allowance of up to one (1) day leave with pay shall be granted per occurrence for the death of an aunt, uncle, niece or nephew.

SECTION E. <u>SICK LEAVE</u>

The Superintendent shall be entitled to an annual allocation of twelve (12) personal illness days, which shall accumulate from year to year. Any sick days accumulated by the Superintendent while employed in other positions in the Montgomery Township Schools will carry over to the new position. Upon retirement, the Superintendent shall be paid for all unused, accumulated sick days not to exceed the sum of $15,000.00. The Board shall make such payment to the Superintendent within thirty (30) days of her last day of employment.

SECTION F. <u>PROFESSIONAL GROWTH</u>

1. The Superintendent shall become a member of professional organizations and is encouraged to attend professional meetings at the local, county, state and national levels, which would benefit the Board. Payment for professional membership(s) shall be made by the Board up to 1.0% of the current yearly

salary. In addition, the Board will pay the annual dues for the Superintendent to have membership at the state and national levels of the Association for School Administrators (NJASA & AASA). The Board may pay for additional professional memberships if expressly approved in writing by the Board. Expenses to be incurred for attendance at meetings, workshops, and conventions shall be subject to the prior approval of the Board. The Superintendent shall keep the Board apprised of her attendance at all professional meetings and workshops. Reimbursement or payment for such expenses shall be made in accordance with Board policies, N.J.S.A. 18A:11-12 and the State's regulations regarding travel covered under Circular Letter 08-13-OMB, and any subsequent circular letters which may be issued by the State Office of Management and Budget.

2. The Board agrees to provide release time and pay the full cost of registration fees, mileage and reasonable expenses incurred in connection with up to four (4) conference/conventions per school year as follows: one (1) national convention and one (1) state convention, the annual School Boards conference, and TechSpo; provided, however, that the Superintendent shall not be eligible to register for any of the foregoing workshops, conferences, seminars and conventions after she has given notice of termination of this Employment Agreement, pursuant to Section M below. Any additional expenses will require Board approval. Reimbursement or payment for such expenses shall be made in accordance with Board policies, N.J.S.A. 18A:11-12 and the State's regulations regarding travel covered under Circular Letter 08-13-OMB, and any subsequent circular letters which may be issued by the State Office of Management and Budget.

SECTION G. <u>TUITION REIMBURSMENT</u>

The Board shall provide the Superintendent with tuition reimbursement for an approved doctoral level program at a duly accredited institution of higher education as required by N.J.A.C. 6A:23A-3.1(e)(15). Application must be made to the Board in advance of enrollment, and such enrollment must be approved for reimbursement by the Board prior to such enrollment. The Superintendent shall receive up to $5,557 annually, or until she obtains a doctoral degree, whichever occurs first, provided that the Superintendent remains employed in the District for the full term of this Employment Agreement. The annual tuition reimbursement amount is noncumulative, and any amount not used in any year shall not be carried over to a subsequent year. If the Superintendent voluntarily leaves the District prior to said time period, she shall be required to reimburse the Board for the full amount paid to her pursuant to this provision. No payment shall be provided by the Board without an official tuition bill. Notwithstanding the above, the Superintendent can only receive tuition reimbursement for a doctoral degree that is related to her current responsibilities as required by N.J.S.A. 18A:6-8.5. Payment for an approved program will be made within ten (10) days after the Board's regular business meeting where documentation is reviewed, provided documentation is received by the Board no less than fifteen (15) working days means working days for the Administrative Offices.

SECTION H. HEALTH BENEFITS

1. The Superintendent may elect to receive health care and other related benefits as described in the effective Contract Agreement (or any revised, renewed, or replacement Contract Agreement) between the Board and New Jersey Educators Health Plan (NJEHP) or the Garden State Health Plan (GSHP). The Board will pay the premium costs for the Superintendent and her dependents in the NJEHP Plan, less any statutory contribution to health premiums in accordance with Chapter 44 or GSHP. Any deductions will be taken from the bi-monthly paycheck in equal installments.

2. The Board shall provide the Superintendent with a vision hardware benefit to a maximum of Three Hundred Dollars ($300) during each two (2) year contract period.

3. The Board will provide and pay for prescription insurance with co-pays of $5 dollars for generic, $15 preferred brand and $30 non-preferred brand.

4. The Board will provide and pay for dental insurance through Horizon Dental with a maximum annual benefit of One Thousand Five Hundred Dollars ($1,500) per person enrolled in the plan.

5. The Board shall provide disability insurance for the Superintendent and pay directly to the insurance company for a policy that has a thirty (30) day waiting period and a maximum limit of 60% of salary.

6. The Superintendent may choose to waive her medical and/or dental benefit coverage on an annual basis and receive a monetary sum in lieu of benefits. An annual reimbursement of $3,500 will be issued to individuals opting to waive full family benefits coverage (medical & dental) and $2,000 for waiver of single coverage (medical and dental). The annual reimbursement will be prorated for a partial year worked.

7. A flexible spending account plan will be made available through payroll deduction for the Superintendent if she wishes to direct an annual amount not to exceed the maximum contribution limit allowed by the Internal Revenue Service, which shall be paid over a monthly basis toward uninsured medical/dental expenses and/or an amount not to exceed that permitted by Section 125 laws for elder/dependent care expenses. The Board will develop a form for such use. The annual selection made by the Superintendent cannot be modified during the year. The Superintendent will be responsible for filing for reimbursement for eligible expenses through a third-party administrator up to the annual amount specified by the Superintendent. Any funds left over at the end of each year (June 30) will be returned to the Board unless the expenses are incurred by the end of the year and they are claimed within the "grace period" as set forth more particularly in the plan documents (said "grace period" shall exist so long as it is consistent with current Internal Revenue Service rules and regulations). The Board will be responsible for the cost of the third-party administrator. The Board shall have the right to select the third-party administrator. All contributions made through this program are done on a pre-tax basis for federal tax purposes in accordance with Section 125 laws.

SECTION I. <u>DISTRICT HOLIDAYS</u>

The Superintendent shall be entitled to the following paid holidays each year. Generally, the holidays shall be as follows, contingent on the school calendar:

Independence Day
Labor Day
Rosh Hashanah (if schools are closed for staff and students)
Yom Kippur (if schools are closed for staff and students)
Columbus Day (if schools are closed for staff and students)
Thanksgiving Day and the day after
Christmas Eve, Christmas Day, and the day after Christmas Day
New Year's Eve Day and New Year's Day
Martin Luther King Day (if schools are closed for staff and students)
Presidents' Day (if the schools are closed for staff and students)
Good Friday and Easter Monday
Passover (if schools are closed for staff and students)
Memorial Day
Juneteenth (if schools are closed for staff and students)

SECTION J. MISCELLANEOUS

1. The Board shall pay and reimburse the Superintendent for all travel which requires her to use a personal automobile in the performance of duties under this employment agreement, exclusive of commutation costs according to the provisions of Board Policy 6471 and the requirements of 6A:23 SUBCHAPTER 7. This provision is in compliance with N.J.S.A. 18A: 11-12 and the State's regulations regarding travel covered under Circular Letter 08-19-OMB, and any subsequent circular letters which may be issued by the State Office of Management and Budget.

2. The Board shall provide a cellular telephone with a voice and data plan for the Superintendent's exclusive use for professional purposes only and the expenses for same shall be paid by the Board. Said equipment shall be the property of the Board and its use shall be subject to all applicable policies and regulations of the Board. If the Superintendent wishes to not take a District issued cell phone, the Board shall compensate the Superintendent for the use of her personal cell phone for school business in the amount of $500 annually paid semi-annually in the last pay period of January and June.

3. The Superintendent of Schools shall be permitted to enroll her children in Montgomery High School on a tuition basis subject to the following terms and conditions:

   a. The annual per child tuition rate to attend Montgomery Public Schools shall be fifty percent (50%) of the regular per pupil cost determined annually by the Board. Any cost above the regular tuition shall be payable by the Superintendent.

   b. For any child who is eligible for special education services (IDEA, ADA or Section 504), the Superintendent will be required to pay the difference between the regular pupil cost and special education cost of the child. Any child identified as eligible for special education services must decide by June 30 prior to each school year as to whether to continue in District by paying the difference between the average pupil cost and the special education cost of the child or transferring to their district of residence.

   c. Children of the Superintendent must apply annually for continued enrollment in the District. Continued enrollment of the student(s) shall be determined on the basis of the student's academic performance and compliance with the District's Student Code of Conduct. The student's continued enrollment shall also be subject to class size requirements and any additional cost that may result from the student's continued enrollment.

d. Children of the Superintendent shall not be permitted to continue their enrollment if the Superintendent ceases to be employed by the Board.

4. During a leave of absence without pay, the Superintendent shall have the opportunity to remain in all insurance plans through the payment of appropriate premiums.

SECTION K. <u>EVALUATION</u>

The Board shall evaluate the performance of the Superintendent at least once a year prior to June 30th, and in accordance with the statutes, rules, regulations and Board Policy relating to the Superintendent's evaluation. Each evaluation shall be based upon the criteria adopted by the Board, the goals and objectives of the District, the responsibilities of the Superintendent and such other criteria as the New Jersey State Department of Education and/or Board of Education shall prescribe.

On or before June 30th of each year of the Employment Agreement, the Board and Superintendent shall meet in closed executive session for the purpose of evaluation of the performance of the Superintendent. The Board shall, prior to said meeting, supply the Superintendent with a copy of its written evaluation and shall provide direction as to the area(s) of performance in need of improvement. 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 and this response shall become a permanent attachment to the Superintendent's personnel file upon the Superintendent's request.

SECTION L. <u>RENEWAL OF EMPLOYMENT AGREEMENT</u>

The Board shall notify the Superintendent, by written notification prior to January 31, 2031, whether this Employment Agreement shall be renewed, pursuant to N.J.S.A. 18A:17-20.1. The Superintendent shall notify the Board of Education, prior to November 30, 2030, of its responsibility described herein; provided, however, that the Superintendent's failure to provide such notice shall not relieve the Board of its responsibilities under N.J.S.A. 18A:17-20.1. In all other respects, the renewal of this Employment Agreement shall be subject to the provisions of Title 18A and applicable State Board of Education regulations.

SECTION M. TERMINATION OF AGREEMENT

This Employment Agreement may be terminated for the following reasons:

1. Mutual agreement of the parties; or
2. Unilateral termination by the Superintendent not less than ninety (90) days' written notice to the Board; or
3. Pursuant to the provisions of Title 18A and applicable State Board of Education Regulations.

SECTION N. REVOCATION CLAUSE

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

SECTION O. ENTIRE AGREEMENT

This Employment Agreement constitutes the complete Agreement between the parties. 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 as the same provided as of the date of this Employment Agreement.

SECTION P. SAVINGS CLAUSE

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

SECTION Q. <u>MODIFICATION CLAUSE</u>

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

SECTION R. <u>CONFLICTS CLAUSE</u>

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 federal or State law, the terms of this Employment Agreement shall take precedence over the contrary provisions of the Board's policies or any such permissive law, unless otherwise prohibited by law.

SECTION S. <u>MISCELLANEOUS CLAUSE</u>

The Board shall not hold any discussions regarding the Superintendent's employment, unless the Superintendent is given written notice at least 48 hours in advance. In addition, the Board shall not hold any discussions with regard to the Superintendent's performance, or that may adversely affect the Superintendent's employment, in public session, unless the Superintendent requests that such discussions be held in public session, pursuant to the Open Public Meetings Act.

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, 2022), and case law interpreting them. All information related to the Superintendent's performance, evaluation or any discipline which 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 her personnel file and to receive copies of any documents contained therein. She shall be entitled to have a representative accompany her during such review.

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

IN WITNESS WHEREOF, the Board has caused this Employment Agreement to be approved on its behalf by a duly authorized officer and the Superintendent has approved this Employment Agreement.

WITNESS:	MONTGOMERY TOWNSHIP BOARD OF EDUCATION
______________________	______________________
ANDREW ITALIANO Business Administrator/ Board Secretary	PATRICK TODD Board President
Dated:__________________	Dated:______________
WITNESS:	
______________________	______________________
ANDREW ITALIANO Business Administrator/ Board Secretary	MARY MCLOUGHLIN Superintendent of Schools
Dated:__________________	Dated:______________

SUPERINTENDENT

Detailed Statement of Contract Costs

District: Montgomery Township Board of Education					
Name: Mary McLoughlin					
District Grade Span	PK-12				
On Roll Students as of 10-15	4,450				
	Year 1	Year 2	Year 3	Year 4	Year 5
Contract Term:	2026-27	2027-28	2028-29	2029-30	2030-31
Salary					
Salary	$ 279,000	$ 284,580	$ 290,272	$ 296,070	$ 301,999
Longevity	$ -	$ -	$ -	$ -	$ -
Shared Service	$ -	$ -	$ -	$ -	$ -
Total Annual Salary	$ 279,000	$ 284,580	$ 290,272	$ 296,070	$ 301,999
Additional Salary					
Quantitative Merit Goals	$ -	$ -	$ -	$ -	$ -
Qualitative Merit Goals	$ -	$ -	$ -	$ -	$ -
Total Additional Salary	$ -	$ -	$ -	$ -	$ -
Total Annual Salary plus Additional Salary	$ 279,000	$ 284,580	$ 290,272	$ 296,070	$ 301,999
Board Contribution for Cost of Premiums for:					
Health Insurance	$ 40,140	$ 44,811	$ 50,183	$ 56,360	$ 63,464
Prescription Insurance	$ 12,875	$ 15,450	$ 18,540	$ 22,248	$ 26,698
Dental Insurance	$ 1,863	$ 1,956	$ 2,054	$ 2,157	$ 2,265
Vision Insurance	$ 1,050	$ 1,050	$ 1,050	$ 1,050	$ 1,050
Disability Insurance	$ 780	$ 858	$ 944	$ 1,038	$ 1,142
Long-term Care Insurance	$ -	$ -	$ -	$ -	$ -
Life Insurance	$ -	$ -	$ -	$ -	$ -
Other Insurance - Describe:	$ -	$ -	$ -	$ -	$ -
Waiver of Benefits	$ -	$ -	$ -	$ -	$ -
Section 125 Plan Reimbursements - Describe:	$ -	$ -	$ -	$ -	$ -
Board Contribution for Cost of Premiums	$ 56,708	$ 64,125	$ 72,771	$ 82,853	$ 94,619
Employee contribution to health benefits as per law	$ 9,652	$ 9,685	$ 10,169	$ 10,227	$ 10,288
Total Health Benefit Compensation	$ 47,056	$ 54,440	$ 62,601	$ 72,626	$ 84,331
Other Compensation					
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)	$ 3,000	$ 3,000	$ 3,000	$ 3,000	$ 3,000
Tuition Reimbursement	$ 5,557	$ 5,557	$ 5,557	$ 5,557	$ 5,557
Mentoring Expenses - Describe:	$ -	$ -	$ -	$ -	$ -
National/State/County/Local/Other Dues	$ 5,200	$ 5,200	$ 5,200	$ 5,200	$ 5,200
Subscriptions	$ 1,000	$ 1,000	$ 1,000	$ 1,000	$ 1,000
Board Paid Cell Phone or Reimbursement for Personal Cell Phone	$ 600	$ 600	$ 600	$ 600	$ 600
Computer for Home use, including supplies, maintenance, internet	$ -	$ -	$ -	$ -	$ -
Other - Describe:	$ -	$ -	$ -	$ -	$ -
Total Other Compensation	$ 16,857	$ 16,857	$ 16,857	$ 16,857	$ 16,857
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	$ 26,827	$ 38,309	$ 39,075	$ 39,856	$ 40,654
Total Sick and Vacation Compensation	$ 41,827	$ 53,309	$ 54,075	$ 54,856	$ 55,654
TOTAL CONTRACT COSTS	$ 384,740	$ 409,186	$ 423,805	$ 440,409	$ 458,841