



Stanhope Public Schools  
24 Valley Road  
Stanhope, New Jersey 07874

(973) 347-0008  
[www.stanhopeschools.org](http://www.stanhopeschools.org)

## CONTRACT OF EMPLOYMENT

*THIS CONTRACT* made this *16<sup>th</sup> day of April, two thousand fourteen* between The Board of Education of the Borough of Stanhope, in the County of Sussex, with offices located at 24 Valley Road, Stanhope, New Jersey, a corporate body (hereinafter referred to as "the Board") and Mr. Timothy Nicinski (hereinafter referred to as "Superintendent"):

### **PREAMBLE**

#### WITNESSETH

*WHEREAS*, the Board desires to employ the Superintendent as the Chief Education Officer of the school district; and,

*WHEREAS*, the Board desires to provide the Superintendent with a written employment contract in order to enhance administrative stability and continuity within the schools, which the Board believes generally improves the quality of its overall educational program; and,

*WHEREAS*, the Board and the Superintendent believe that a written employment contract is necessary to describe specifically their relationship and to serve as the basis of effective communication between them as they fulfill their governance and administrative functions in the operation of the education program of the schools; and,

*WHEREAS*, the Superintendent is the holder of an appropriate certificate as prescribed by the State Board of Education and as required by *N.J.S.A. 18A:17-17*;

*NOW, THEREFOR*, in consideration of the following mutual promises and obligations of the parties agrees as follows:

### **ARTICLE I**

#### EMPLOYMENT

The Board hereby agrees to employ Mr. Timothy Nicinski as Superintendent for the period of July 1, 2014 through 11:59 p.m. on June 30, 2017. The parties acknowledge that this Contract must be approved by the Sussex County Executive County Superintendent in accordance with applicable law and regulation.

## ARTICLE II

### RESPONSIBILITIES

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 for the Board and to serve as the chief executive and administrative officer 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 his vacation time, or at other times when he is not required to be present in the district, he shall retain any honoraria paid. The Superintendent shall notify the Board President in the event that he is going to be away from the district on district business for two (2) or more days in any week. Any time away from the district that is not for district business must be arranged in accordance with provisions in this Contract governing time off. The Board recognizes that the demands of the Superintendent's position requires him to work long and irregular hours, and occasionally may require that he attends district business outside of the district.
- C. To assume the responsibilities for the selection, renewal, placement, removal and transfer of personnel, subject to the approval of the Board, by recorded roll call majority vote of the full membership of the Board, and subject to applicable Board policies and directives. The Board shall not withhold its approval of any such recommendation for arbitrary or capricious reasons, all in accordance with *N.J.S.A. 18A:27-4.1*.

- D. To non-renew personnel pursuant to *N.J.S.A.* 18A:27-4.1, and to provide a written statement of reasons for non-renewal upon proper request to the employee.
- E. To study and make recommendations with respect to all criticisms and complaints, which the Board, either by committee or collectively, shall refer to him. The Superintendent shall have the right to contact the Board's attorney for legal assistance as the need arises in carrying out his duties.
- F. To assume responsibility for the administration of the affairs of the school district, including but not limited to programs, personnel, fiscal operations, and instructional programs. All duties and responsibilities therein will be performed and discharged by the Superintendent or by staff at the Superintendent's direction.
- G. To have a seat on the Board and have the right to speak (but not vote) on all issues before the Board in accordance with applicable law. The Chief School Administrator 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 school district.
- H. To suggest, from time to time, regulations, rules, policies, and procedures deemed necessary for compliance with law and/or for the well being of the school district.
- I. To perform all duties incident to the Office of the Superintendent and such other duties as may be prescribed by the Board from time to time. The Superintendent shall, at all times, adhere to all applicable federal and state statutes, rules, regulations, and executive orders, as well as district policies and regulations.

## ARTICLE III

### SALARY AND BENEFITS

A. Any adjustment in salary made during the life of this Employment Contract shall be in the form of an amendment and shall become part of this Employment Contract, but it shall not be deemed that the Board and the Superintendent have entered into a new employment contract.

1. **Salary:** The Board shall provide the following salary as part of the Superintendent's compensation:

a. **Initial Salary:** The Board shall pay the Superintendent an annual salary of One Hundred Thirty-Two Thousand, Five Hundred dollars (\$132,500) for the 2014-2015 school year. This annual salary rate shall be paid to the Superintendent in accordance with the schedule of salary payments in effect for other 12- month certified employees.

b. **Salary Increases:** The Board and the Superintendent have agreed that the Superintendent's salary shall be increased by 2% each year, not to exceed \$135,000.00, so that his salary for each of the following years of the contract will be as set forth below:

(i) 2015-2016: One Hundred Thirty Five Thousand dollars (\$135,000);

(ii) 2016-2017: One Hundred Thirty Five Thousand dollars (\$135,000)

2. **Merit Bonuses:** Non-pensionable merit bonuses may be provided to the Superintendent based on his achievement of certain qualitative and quantitative criteria. The Superintendent will be eligible to receive up to three (3) quantitative merit bonuses and two (2) qualitative merit bonuses annually. The Superintendent shall be entitled to receive such merit bonuses commencing for the 2015-2016 school year. The Superintendent will be eligible to receive a merit bonus in an amount not to exceed 3.33% of his annual salary for each quantitative merit criterion achieved and in an amount not to exceed 2.5% of his annual salary for

each qualitative merit criterion achieved. Merit bonuses shall not be cumulative and shall be payable in a lump sum following the end of each school year upon the achievement of each quantitative or qualitative merit criterion and after approval by the Executive County Superintendent as set forth below.

By no later than June 30, 2015, and by June 30<sup>th</sup> 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, Sussex County, for 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 same.

- B. **Sick Leave:** The Superintendent shall be allowed 24 sick days as an initial sick leave bank. These “banked” days shall decrease as sick days are earned in the district. The “banked” days shall not be eligible for compensation.

Commencing on July 1, 2014, the Superintendent shall receive 12 sick days annually. Unused sick leave days shall be cumulative in accordance with the provisions of Title 18A. Upon retirement and notice to the Board, with a minimum of three (3) years continuous service in the district, a maximum of 25 days of unused sick days (with the exception of any days remaining in the initial sick leave bank) will be reimbursed, at a per diem rate of 1/260<sup>th</sup> of his final base salary. Such payment shall not exceed the greater of 25 days or \$15,000.00. Accumulated unused sick leave compensation shall not be paid to the Superintendent’s estate or beneficiaries in the event of death prior to retirement.

- C. **Professional Membership:** The Superintendent shall be entitled to membership, at the Board's expense for professional dues, in the following professional associations: New Jersey Association of School Administrators, American Association of School Administrators, Sussex County Association of Superintendents and and/or other organizations deemed important by the Superintendent and the Board. The Superintendent, with prior approval from the Board, shall be entitled to reimbursement for expenses incurred for attendance at professional conferences in accordance with *P.L. 2007, c. 53, The School District Accountability Act* and affiliated regulations. (*N.J.S.A. 18A:11-12 and N.J.A.C. 6:A23A-7, et seq.*) Such reimbursement shall comply with all applicable provisions of state and federal statutory and regulatory provisions and guidance, and with board policy. The Superintendent, with prior approval by the Board, shall be able to attend the annual NJASA, NJSBA, and NJASBO Workshop and Convention, the annual NJASA and NJSBA and either the annual NAESP National Convention or NASSP national Convention. Reimbursement or payment for such expenses shall be made in accordance with *P.L. 2007, c. 53 The School District Accountability Act* and affiliated regulations, and Board policy.
- D. The Superintendent may subscribe to appropriate educational and/or professional publications within the limit set in the annual budget.
- E. **Health Benefits:**
1. The Board shall provide the Superintendent with the same individual or family health benefits coverage offered to other Board employees. The Superintendent shall contribute towards health benefits in accordance with *P.L. 2011, c. 78*.
  2. The Superintendent may waive coverage in the health/prescription plans if covered through a spouse, civil union or domestic partner's health plan, and in accordance with procedures established by the Board. The Superintendent shall receive an incentive (if applicable) in accordance with *P.L. 2011, c. 78*.

F. **Vacation Leave:**

1. The Superintendent shall be entitled to an annual vacation of twenty-two (22) working days per year. All of the vacation days shall be available for the Superintendent's use on July 1<sup>st</sup> of each year of the Contract.
  2. The Superintendent shall take his vacation time at anytime and give the Board President two weeks notice whenever possible if he plans to take more than three consecutive days. School vacations do constitute time off for the Superintendent. The Superintendent shall be entitled to all paid holidays, breaks and school recesses in accordance with the adopted school calendar, to include Independence Day holiday. The Superintendent may take vacation days during the school year and give reasonable notice to the Board President. The Superintendent is expected to attend to the business of the district as required for the smooth and efficient operation of the school district. The Superintendent shall document the use of accrued vacation days with the Board Secretary.
  3. The Board encourages the Superintendent to take his full vacation allotment each year; however, if he is unable to take his full vacation allotment in a given year due to business demands, the Superintendent may carry over not more than 10 vacation days to the next year. All days carried over must be used in the next year, or those days not taken will be forfeited.
  4. In the event this Contract is not renewed or the Superintendent's employment with the district terminates, earned but unused vacation time will be paid at the rate of 1/260 of the Superintendent's current annual salary for each day of unused accumulated vacation days, following his last day of employment. However, at the Board's discretion, should termination or non-renewal occur, the Board reserves the right to require the Superintendent to use his full vacation entitlement.
- G. The Superintendent shall be entitled to the following holidays: Labor Day, Thanksgiving Day, Day After Thanksgiving, Day Prior to Christmas, Christmas Day, Day After Christmas, New Year's Day, President's Day, Good Friday, Memorial Day, and Independence Day.

- H. The Superintendent shall be entitled to four (4) personal days, to attend to personal business during the school day, with full pay during the work year. Personal days may be taken during the school year with the prior permission of the Board President. As much advance notice as possible of the request to take personal time shall be given. Personal day usage shall be reflected on time-off slips filed with the Board Secretary.
- I. The Superintendent shall be entitled to five (5) 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.
- J. The Superintendent shall be reimbursed for actual mileage when using his personal vehicle for Board business as annually established by the Annual Appropriations Act or the New Jersey Office of Management and Budget. Reimbursement for the use of a personal vehicle shall be tendered only upon proof of compliance with applicable regulations.
- K. The Superintendent shall be responsible for filing a time-off slip, in advance of the time off, as set forth herein, or immediately upon his return to the district in the event of an unplanned absence, with the Board Secretary each time any leave is taken. The Superintendent and Board President shall periodically review the Superintendent's attendance records to assure correctness.
- L. In light of his responsibilities as the Superintendent, the Board shall provide him with a personal technology device/cell phone. The Superintendent shall be allowed incidental personal use of this device.
- M. The Board shall assume the cost of the professional development /mentoring that the Superintendent is required to fulfill pursuant to *N.J.A.C. 6A:9-16.1 et seq.*

## **ARTICLE IV**

### **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. The Board shall seek and consider the Superintendent's input regarding the form of the evaluation but shall retain final decision-making authority over the form of the

evaluation. Each annual evaluation shall be in writing and shall represent a consensus of the Board. A copy of the evaluation shall be provided to the Superintendent, and the Superintendent and the Board shall meet to discuss the findings. The Board may meet in closed session to discuss the evaluation and the Superintendent's performance where a Rice notice has been served upon the Superintendent giving notice that the Superintendent's employment will be discussed in closed session, and the Superintendent has not requested that the meeting be conducted in public. The evaluations shall be based upon the criteria adopted by the Board, the goals and objectives of the district, which shall include encouragement of student achievement, the responsibilities of the Superintendent as set forth in the job description for the position of the Superintendent, the district's placement on the NJQSAC continuum (with respect to those DPR's that are within the Superintendent's control), 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 no later than July 1<sup>st</sup> of each year (Policy #1240). The Superintendent shall propose a schedule for evaluation for the next year to the Board President by July 1<sup>st</sup> of each year.

## **ARTICLE V**

### **TERMINATION OF EMPLOYMENT CONTRACT**

- A. This contract shall terminate, the Superintendent's employment will cease, and no compensation shall thereafter be paid, under any one of the following circumstances:
- (1) Failure to possess/obtain proper certification;
  - (2) Revocation or suspension of the Superintendent's certificate, in which case this Contract shall be null and void as of the date of revocation, as required by *N.J.S.A. 18A:17-15.1*;
  - (3) Forfeiture under *N.J.S.A. 2C:51-2*;
  - (4) Mutual agreement of the parties;
  - (5) Notification in writing by the Board to the Superintendent, by March 31, 2017 of the Board's intent not to review this Contract; or
  - (6) Misrepresentation of employment history, educational and professional credentials, and 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 his pending resolution of the criminal charges. Such suspensions shall be with pay prior to indictment, and may be with or without pay, at the Board's discretion, subsequent to indictment, unless the Board certifies contractual tenure charges.
- C. Nothing in this contract shall affect the Board's rights with regard to suspension under *N.J.S.A. 18A:6-8.3* and applicable case law.
- D. The Superintendent may terminate this Employment Contract upon at least 90 calendar days written notice to the Board, filed with the Board Secretary, of his intention to resign.
- E. The Superintendent shall not be dismissed or reduced in compensation during the term of this Contract, except as authorized by paragraph B and C supra and *N.J.S.A. 18A:17-20.2*, provided, however, that the Board shall have the authority to relieve the Superintendent of the performance of his duties in accordance with *N.J.S.A. 18A:27-9*, so long as it continues to pay his salary and benefits for the duration of the term. The parties understand that any early termination must comply with the provisions of *P.L. 2007, c. 53, The School District Accountability Act*.
- F. In the event the parties agree to terminate this Contract prior to its expiration date, and to relieve the Superintendent from the actual performance of his duties, upon the approval of the Commissioner of Education, the Board shall compensate the Superintendent for either three (3) months salary times the number of years remaining on this Contract or the remaining salary due to completion of this Contract, whichever is less, minus compensation from any and all other employment. It is understood that the Superintendent must make a good faith effort to find employment elsewhere as soon as possible and prior to the expiration date of the within Contract. The salary received by the Superintendent in such employment shall be deducted from the payments made to the Superintendent by the Board. Insurance benefits will be adjusted to reflect coverage, if any, in the new position.

## **ARTICLE VI**

### **RENEWAL – NON RENEWAL**

This Employment Contract shall automatically renew for a term of three (3) calendar years, expiring June 30, 2020, 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, prior to March 31, 2017, 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; or
- C. In accordance with such laws and regulations that would require nullification of this Contract.

## **ARTICLE VII**

### **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 renewal and approval of the Executive County Superintendent of Sussex County.

## **ARTICLE VIII**

### **SAVINGS CLAUSE**

If, during the term of this Contract, it is found that a specific clause of this 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.

**ARTICLE IX**

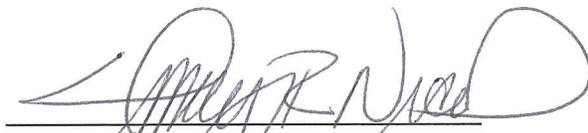
**RELEASE OF PERSONNEL INFORMATION – PERSONNEL RECORDS**

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

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

*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***



Timothy Nicinski



Witness

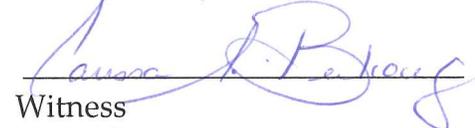
4/16/14

Date

***BOARD OF EDUCATION OF  
THE STANHOPE SCHOOL  
DISTRICT***



Gina Thomas, President



Witness

4/16/14

Date

## **EXHIBIT A**

### POLICY 1230 SUPERINTENDENT'S DUTIES

#### Qualifications

1. Valid N.J. 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

Reports to: Board of Education

Supervises: Every district employee

#### Job Goal

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 pupil enrolled in the district may be provided with an appropriate and effective education.

#### Scope of Responsibility

The 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. Maintains the quality of educational programs and services to pupils, and improves programs and services where necessary. Ensures that a system of thorough and efficient education, as defined in State law and code, is available to all pupils.
2. Studies and reviews with staff all curriculum guides and courses of study on a continuing basis. Recommends, for Board adoption, curricula, courses, textbooks and time schedules.
3. Ensures implementation of all Board-approved curriculum and inclusion of State-mandated programs and curriculum content standards.
4. Provides for curriculum articulation among grades and schools in the district and among the Byram, Netcong and Lenape Valley School Districts.
5. Encourages staff to develop programs, services and projects which reflect instructional diversity, alternatives and flexibility, while assuring an articulated, consistent education for all pupils.
6. Provides for an annual assessment of pupil needs and achievement. Initiates program changes in light of this assessment.
7. Develops guidelines and direction for monitoring the effectiveness of existing and new programs.
8. Seeks out available sources for grant funding to support programs and projects.
9. Ensures that the goals of the school system are adequately reflected in its educational program and operations. Annually by August 1, submits the district's schools' objectives to the County Superintendent for review and approval.

B. Personnel Administration

1. Directs and supervises the administrative staff and through them all district staff.

2. Provides a role model as well as direction and supervision to the district administrative staff in the development and implementation of sound personnel practices.
3. Develops recruitment procedures to assure well-qualified applicants for professional and nonprofessional positions. Participates in final candidate interviews, as appropriate, and recommends appointments, transfer, and removal of all certified and non-certified staff to the Board.
4. Provides direction and serves as a resource for management representatives in negotiating with employee bargaining units. Supervises administration of collective bargaining agreements.
5. Ensures that all staff are evaluated annually in accordance with law and established procedures. Recommends certified and noncertified employees for contract renewal and/or tenure appointment.
6. Recommends and implements the district's professional development plan.
7. Ensures that all staff receive in-service training required by State/Federal laws and that appropriate documentation is maintained in a central file.

C. Financial Management

1. Provides direction to and supervision of school business functions. Encourages development and implementation of sound business practices.
2. Initiates and supervises development of the annual budget. Provides for staff input. Recommends budget and budget priorities for Board approval.
3. Ensures that the district has long-range financial and facility improvement plans. Updates and implements plans annually.
4. Oversees school facility management to provide safe, efficient and attractive buildings, with strong emphasis on preventative maintenance and custodial care.
5. Searches continuously for alternatives in business management practices to achieve sound economies.

6. Ensures funds are spent prudently by providing adequate control and accounting of the district's financial and physical resources.

D. Pupil Services

1. Ensures that a system of free appropriate special education and/or related services is available to all pupils with educational disabilities.
2. Develops and oversees the delivery of the district's intervention and referral services for pupils who are experiencing difficulties in their classes and who have not been classified as in need of special education.
3. Develops and implements policies and procedures related to missing children and the reporting of allegations of child abuse and neglect.

E. School/Community Relations

1. Promotes community support of the schools. Interprets district programs and services, reports plans, events and activities of interest, and solicits community opinions regarding school and education issues.
2. Presents the district's quality assurance report annually to the community and submits a copy to the County Superintendent by October 30.
3. Identifies available community resources and linkages to social service agencies that support education and healthy child development.
4. Develops strategies to promote parental involvement in their children's education and provides opportunities for parent-teacher interaction.
5. Maintains contact and good relations with local media.
6. Ensures that district interests will be represented in meetings and activities of municipal and other governmental agencies.
7. Represents the school system and its interests in community organizations, activities and projects.

F. Superintendent Duties

1. Provides leadership in identification of priorities and assures that all activities reflect those Board-established priorities.
2. Prepares and recommends short- and long-range plans for Board approval and implements those plans when approved.
3. Attends all regular and special meetings of the Board, and participates in a professional leadership role. Designates an administrative staff member to serve in his/her absence, when appropriate.
4. Recommends drafts of new policies or changes to the Board. Establishes guidelines and processes for monitoring implementation of Board policies.
5. Prepares agenda recommendations relative to all matters requiring Board action, including all facts, information, options and reports needed to assure informed decisions. Provides advice and counsel to the Board on matters before it.
6. Anticipates potential problems. Recommends policies or courses of staff action.
7. Keeps Board informed regarding development in other districts or at State and national levels that would be helpful to the district.
8. Ensures that all local, State/Federal standards for the health and safety of pupils and staff are maintained and that required reports are maintained.
9. Fulfills all statutory obligations and implements the Education Law of the State of New Jersey and the Administrative Code of the New Jersey Department of Education.

Terms of Employment: Twelve months. Appointed for a period of three to five years. Serves in accordance with the terms of the contract between the Board and the Superintendent. Salary to be determined by the Board.

Evaluation: Performance of this job will be evaluated annually in accordance with the Board's policy on evaluation of the Superintendent.

N.J.S.A. 18A:7A-11; 18A:17-17; 18A:17-18; 18A:17-20; 18A:17-21;  
18A:22-8.1; 18A:27-4.1; 18A:37-4  
N.J.A.C. 6A:8-3.1; 6A:32-4.1; 6A:32-12.2

Adopted: April 13, 2011  
Revised: January 18, 2012  
Revised: June 20, 2012

## EXHIBIT B

### CONTRACT PROVISION

	<u>2014-2015 SY</u>	<u>2015-2016 SY</u>	<u>2016-2017 SY</u>
Salary	\$132,500.00	\$135,000.00	\$135,000.00
Merit Pay (highest possible)	\$0.00	\$20,236.50	\$20,236.50
Medical & Prescription *	\$18,432.00	\$20,275.00	\$22,302.00
Dental **	\$795.00	\$819.00	\$844.00
Professional Development	\$1,000.00	\$1,000.00	\$1,000.00
Memberships	\$2,000.00	\$2,000.00	\$2,000.00
Mileage	\$500.00	\$500.00	\$500.00

\*Medical & Prescription cost calculations based on NJSEHBP Direct 10 Family for 2014 calendar year with a 10% increase for each consecutive year (employer responsibilities only).

\*\*Dental cost calculations based on 2014 cost with 3% increase each consecutive year.