



STATE OF NEW JERSEY
DEPARTMENT OF EDUCATION
BERGEN COUNTY OFFICE
ONE BERGEN COUNTY PLAZA, SUITE 350
HACKENSACK, NJ 07601-7076
201-336-6875
FAX 201-336-6880

PHILIP D. MURPHY, GOVERNOR
SHEILA Y. OLIVER, LT. GOVERNOR

LAMONT O. REPOLLET, Ed.D., COMMISSIONER
LOUIS DeLISIO, INTERIM EXECUTIVE COUNTY SUPERINTENDENT

June 9, 2020

Ms. Melissa Simmons
Business Administrator/Board Secretary
Teaneck School District
One Merrison Street
Teaneck, NJ 07666

Re: Superintendent Employment Contract

Dear Ms. Simmons:

In accordance with N.J.A.C. 6A:23A-3.1 and N.J.S.A. 18A:7-8(j), I have reviewed the employment contract for Dr. Christopher Irving, Superintendent, Teaneck School District. The provisions of this contract are in compliance with the regulations. This contract is approved for the period from July 1, 2020, through June 30, 2025.

If there are any changes to the terms of this contract, you will need to submit it to the Executive County Superintendent for review and approval prior to the required public notice and hearing of such changes. *When the "approved" contract is fully executed, please provide a copy to the County Office with a copy of the Board Resolution approving the contract.*

Sincerely,

A handwritten signature in blue ink, appearing to read "Joe Zarra".

Joseph Zarra
Interim Executive County Superintendent

JZ/HPW/laf

c: Dr. Christopher Irving, Superintendent
Board President (Letter ONLY)
Philip E. Stern, Esq.

CONTRACT OF EMPLOYMENT

this Agreement, made this ____ day of May 2020, between

TEANECK BOARD OF EDUCATION

in Bergen County (hereinafter "the Board")

with offices located at

One Merrison Street

Teaneck, New Jersey 07666

and

Dr. Christopher Irving (hereinafter "Dr. Irving")

PREAMBLE

WITNESSETH

WHEREAS, the Board desires to employ Dr. Irving as the Chief Education Officer of the School District; and,

WHEREAS, the Board desires to provide Dr. Irving 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 Dr. Irving 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, Dr. Irving 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 Dr. Irving as Superintendent of Schools for the period of July 1, 2020 through 11:59 p.m. June 30, 2025. The parties acknowledge that this Contract must be approved by the Bergen County Executive County Superintendent in accordance with applicable law and regulation.

ARTICLE II

CERTIFICATION

The parties acknowledge that Dr. Irving possesses a Standard Certificate , attached hereto as Exhibit "A." **If, at any time during the term of this Contract, Dr. Irving's certification(s) is revoked, this Contract shall be null and void as of the date of the revocation.** Dr. Irving will provide official course transcripts for all earned post-secondary degrees to the Board of Education. These transcripts will be kept on file in the Board office, attached hereto as Exhibit "B."

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 is attached hereto as Exhibit "C."

B. To devote Dr. Irving'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 Dr. Irving choose to engage in such outside activities on weekends, on his vacation time, or at other times when Dr. Irving is not required to be present in the district, he shall retain any honoraria paid. Dr. Irving shall notify the Board President in the event 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 require Dr. Irving to work long and irregular hours, and occasionally may require that he attend to 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, as set forth in *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. Dr. Irving 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 Dr. Irving, or by staff, at Dr. Irving'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. Dr. Irving or his designee shall attend all regular and special meetings of the Board, and all committee meetings thereof, and shall serve as advisor to the Board and said committees on all matters affecting the school district. This provision will not apply to those circumstances where a *Rice* notice has been served upon Dr. Irving notifying him that his employment will be discussed in closed session, and Dr. Irving had not requested that the meeting be conducted in public, or in those circumstances where Dr. Irving has a conflict of interest. However, in the event that Dr. Irving has been served with a *Rice* notice and chooses to have the ensuing discussion in closed session, at a minimum, he shall be permitted to address the Board in closed session and to bring a representative of his choosing.

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 Superintendent of Schools and such other duties as may be prescribed by the Board from time to time. Dr. Irving 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 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 Dr. Irving have entered into a new employment contract.

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

a. The 2020-2021 School Year

The Board shall pay Dr. Irving an annual salary of two hundred fifteen thousand (\$215,000) dollars for the 2020-2021 school year. This annual salary rate shall be paid to Dr. Irving in accordance with the schedule of salary payments in effect for other certified employees.

b. The 2021-2022 School Year

For the 2021-2022 school year, the Board shall pay Dr. Irving an annual salary of two percent (2%) more than Dr. Irving's salary for the 2020-2021 school year. This annual salary rate shall be paid to Dr. Irving in accordance with the schedule of salary payments in effect for other certified employees.

c. The 2022-2023 School Year

For the 2022-2023 school year, the Board shall pay Dr. Irving an annual salary of two percent (2%) more than Dr. Irving's salary for the 2021-2022 school year. This annual salary rate shall be paid to Dr. Irving in accordance with the schedule of salary payments in effect for other certified employees.

d. The 2023-2024 School Year

For the 2023-2024 school year, the Board shall pay Dr. Irving an annual salary of two percent (2%) more than Dr. Irving's salary for the 2022-2023 school year. This annual salary rate shall be paid to Dr. Irving in accordance with the schedule of salary payments in effect for other certified employees.

e. The 2024-2025 School Year

For the 2024-2025 school year, the Board shall pay Dr. Irving an annual salary of two percent (2%) more than Dr. Irving's salary for the 2023-2024 school year. This annual salary rate shall be paid to Dr. Irving

in accordance with the schedule of salary payments in effect for other certified employees.

3. **No Increase After Expiration of Contract.** Notwithstanding the foregoing, no salary increase of any kind will take effect on midnight July 1, 2025 (the final day of this Contract) unless the parties have agreed to a contract extension and that extension has been approved by the Bergen County Executive County Superintendent. The terms of the extension will govern all increases to take effect after July 1, 2025. Any renewal, extension, or modification of this Contract shall comply with the notice provisions of *P.L.2007, c. 53, The School District Accountability Act* and *N.J.A.C. 6A:23A-3.1, et seq.*

4. **No Reduction in Salary/Compensation.** During the term of this Employment Contract, including any extension hereof, Dr. Irving shall not be reduced in compensation and/or benefits except as otherwise provided by law.

B. **Sick leave.** Dr. Irving shall receive twelve (12) sick days annually.

Unused sick leave days shall be cumulative in accordance with the provisions of Title 18A.

C. **Professional Membership.** Dr. Irving shall be reimbursed for such annual professional organization membership dues and professional development activities as are approved in advance by the Board in an amount **not to exceed one thousand five hundred (\$1,500.00) dollars.** Memberships include, but are not limited to the following organizations: National Alliance of Black School Educators, Coalition of Schools Educating Boys of Color, New Jersey Association of School Administrators and the Bergen County Association of School Administrators.

Dr. Irving may attend the "New Superintendent's Academy" sponsored by the New Jersey Association of School Administrators at Board expense. The Board shall pay all fees and costs associated with attendance of the Academy. The Board shall pay all costs and fees for the Superintendent to complete state-mandated mentoring. The Board shall pay all costs and fees associated with any state-mandated continuing education. Dr. Irving shall be entitled to attend the annual NJSBA/NJASA/NJASBO Workshop and Convention and the annual conference of the NJASA/NJSBA. Reimbursement for the costs of attendance at these conferences, conventions, workshops and academies shall not exceed the school year amount listed on the Detailed Statement of Contract Costs.

D. Professional Publications. Dr. Irving 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 Dr. Irving with individual or family health benefits coverage. Pursuant to applicable law and regulation, Dr. Irving shall contribute an amount toward payment of premiums. Such limitation shall in no way link this Contract with any agreement collectively negotiated with district employees. The premium shall be paid by Dr. Irving through payroll deduction.
2. Dr. Irving may waive coverage in any of the health benefits plans if covered through a spouse, civil union or domestic partner's health plan, and in accordance with procedures established by the Board. In such case, Dr. Irving

will not be required to contribute towards premium costs as set forth in Chapter 78, P.L. 2011 (passed as Senate No. 2937) and implementing regulations.

3. Dr. Irving shall be entitled to disability coverage at Board expense. The annual premium cost to the Board shall not exceed three hundred fifteen (\$315.00) dollars.

F. Vacation Leave:

1. Dr. Irving shall be entitled to earn twenty-five (25) vacation days, at the rate of 2.083 per month, for each school year (July to June) covered by this Contract of Employment. Dr. Irving agrees to make all reasonable efforts to take his vacation days when school is not in session and when an event or circumstance of special importance is not taking place or occurring in the District. Board President approval will be required for vacations of five (5) consecutive days, or more, when school is in session. Any vacation days unused in the year in which they accrued may be accumulated for one (1) additional year beyond the year of accrual. However, any vacation days remaining unused after the one additional year period shall be forever forfeited. Upon separation from service, Dr. Irving shall be compensated for all accumulated unused vacation days to a maximum of fifty (50) days. Compensation for unused vacation leave pursuant to this Section shall be at the rate of $\frac{1}{260}^{\text{th}}$ of the annual salary for each unused vacation day.

G. Holiday Leave. Dr. Irving shall be entitled to all holidays granted to other administrators in the District.

H. **Personal Leave**. Dr. Irving shall be entitled to four (4) personal days and three (3) family illness days annually. Unused personal business days shall be carried over as sick days, in accordance with N.J.S.A. 18A:30-7, as no more than fifteen (15) sick days can be accumulated in one year.

I. **Vehicle Allowance**. The Board shall provide Dr. Irving with a monthly vehicle allowance of three hundred fifty (\$350.00) dollars for each year of this Agreement.

J. **Attendance Record**. Dr. Irving 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. Dr. Irving and the Board President shall periodically review Dr. Irving's attendance record to assure correctness.

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

employment practices liability coverage, in the minimum amount of one million (\$1,000,000.00) dollars.

ARTICLE V

ANNUAL EVALUATION

A. The Board shall evaluate the performance of Dr. Irving 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 majority of the full membership of the Board. A copy of the evaluation shall be provided to Dr. Irving, and Dr. Irving 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 Dr. Irving, giving notice that Dr. Irving's employment will be discussed in closed session, and Dr. Irving 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 Dr. Irving as set forth in the job description for the position of Superintendent of Schools, the District's placement on the NJQSAC continuum (with respect to those DPRs that are within Dr. Irving's control), and such other criteria as the State Board of Education shall by regulation prescribe. In the event that the Board determines that the performance of Dr. Irving is unsatisfactory in any respect, it shall describe in writing, and in reasonable detail, the specific instances of unsatisfactory performance. Dr. Irving shall be entitled to copies of all back-up

materials utilized in the process. The evaluation shall include specific recommendations for improvement in all instances where the Board deems performance to be unsatisfactory. Dr. Irving shall have the right to respond in writing to the evaluation; this response shall become a permanent attachment to Dr. Irving's personnel file upon Dr. Irving's request. On or before June 1st of each year of this Employment Contract, Dr. Irving and the Board shall meet to review the evaluation format and to mutually determine the evaluation format to be used in the subsequent school year.

The final draft of the annual evaluation shall be adopted by the Board by June 30 of each year of this Contract. Dr. Irving shall propose a schedule for evaluation for the next year to the Board President by the annual organization meeting each year.

B. Within sixty (60) days of the execution of this Employment Contract, the parties shall meet to establish the district's goals and objectives for the ensuing school year. Said goals and objectives shall be reduced to writing and shall be among the criteria by which Dr. Irving is evaluated, as hereinafter provided. On, or prior to, June 1 of each succeeding school year, the parties will meet to establish the district's goals and objectives for the next succeeding school year, in the same manner and with the same effect as heretofore described.

C. The parties also agree that the Board shall not hold any discussions or take any negative action regarding the Superintendent's employment, unless Dr. Irving is given written notice at least forty-eight (48) hours in advance. In addition, the Board shall not hold any discussions with regard to Dr. Irving's performance, or that may adversely affect Dr. Irving's employment, in public session, unless Dr. Irving requests that such discussions be held in public session, pursuant to the Open Public Meetings Act.

ARTICLE VI

TERMINATION OF EMPLOYMENT CONTRACT

A. This Contract shall terminate, Dr. Irving'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 Dr. Irving'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 Dr. Irving, at least one hundred fifty (150) calendar days prior to the expiration of this Contract, of the Board's intent not to renew this Contract; or
6. material misrepresentation of employment history, educational and professional credentials, and/or criminal background.

B. In the event Dr. Irving 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 him 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. Dr. Irving may terminate this Employment Contract upon at least one hundred fifty (150) calendar days' written notice to the Board, filed with the Board Secretary, of his intention to resign.

E. Dr. Irving 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 Dr. Irving 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*.

ARTICLE VII

RENEWAL - NON RENEWAL

This Employment Contract shall automatically renew for a term of five (5) calendar years, expiring July 1, 2030, unless any of the following occur:

A. the Board by contract reappoints Dr. Irving for a different term allowable by law;

B. the Board notifies Dr. Irving in writing, prior to March 30, 2025, 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 regulation that would require nullification of this Contract.

ARTICLE VIII

MODIFICATION CLAUSE

The terms and conditions of this Contract 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 Contract shall not create a new agreement term but shall only constitute an amendment to the existing Contract.

ARTICLE IX

SAVINGS 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.

ARTICLE X

RELEASE OF PERSONNEL INFORMATION

PERSONNEL RECORDS

Dr. Irving shall have the right, upon request, to review the contents of his personnel file and to receive copies at Board expense of any documents contained therein. Dr. Irving shall be entitled to have a representative accompany him during such review. No material derogatory to Dr. Irving's conduct, service, character, or personality shall be placed in his personnel file unless he has had an opportunity to review the material. Dr. Irving 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. Dr. Irving 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

BOARD OF EDUCATION OF
THE TEANECK SCHOOL DISTRICT

Dr. Christopher Irving

Dr. Ardie Walser, President

Date: _____ Date: _____

WITNESS:

WITNESS:

APPROVED

Certification View

Tracking Number: 701472
SSN: xxx-xx- 3744
Name: Irving, Christopher

Birth Date: 26 NOV
Email: CIRVING@THEMILLERINSTITUTE.COM
Phone Number: 973-580-5890

List of all the Certificate(s) issued by NJ Dept. Of Education as of Mon 06/01/2020 at 11:56:36 AM EDT

Seq #	Certificate Type	Endorsement	County code	District code
	Basis code	Month/Year Issued (MM/YYYY)	Month/Year Expiration (MM/YYYY)	Certificate ID
1	CE	0101 - School Administrator	00 - BY APPLICANT	0000 - UNKNOWN
	1 - Transcript evaluation	04/2018		1088840
2	Provisional	0101 - School Administrator	03 - Bergen	5150 - Teaneck School District
	1 - Transcript evaluation	07/2018	07/2020	1109869
3	Standard	0101 - School Administrator	00 - BY APPLICANT	0000 - UNKNOWN
	1 - Transcript evaluation	01/2020		1150679

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

New Jersey Department of Education
P.O. Box 500
Trenton, NJ 08625-0500

or
call us: (609) 292-2070

or
Email us: Licensing.Requests@doe.state.nj.us

SUPERINTENDENT

Detailed Statement of Contract Costs

District: Teaneck	Grade Span: Pre-K to 12th Grade				
Name: Christopher Irving					
On Roll Students as of 10-15: 4208					
Yrs. As District Supt. <u>2</u> Total Years Experience as Supt. <u>2</u>					
Vacation Days <u>25</u> Holidays <u>15</u> Personal Days <u>4</u> Total <u>44</u>	Year 1	Year 2	Year 3	Year 4	Year 5
Contract Term: 5 YR	2020-21	2021-22	2022-23	2023-24	2024-25
Salary					
Salary	\$ 215,000	\$ 215,000	\$ 219,300	\$ 223,686	\$ 228,160
Amount for High School		\$ -	\$ -	\$ -	\$ -
Amount for Additional Position (Principal, etc.) *Describe:	\$ -	\$ -	\$ -	\$ -	\$ -
Shared Service	\$ -	\$ -	\$ -	\$ -	\$ -
Salary Increase (up to 2% for successive contracts)	\$ -	\$ 4,300	\$ 4,386	\$ 4,474	\$ 4,563
Longevity	\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL ANNUAL SALARY	\$ 215,000	\$ 219,300	\$ 223,686	\$ 228,160	\$ 232,723
Additional Salary					
Quantitative Merit Goals					
Qualitative Merit Goals					
Additional Compensation - Describe:	\$ -	\$ -	\$ -	\$ -	\$ -
Total Additional Salary	\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL ANNUAL SALARY PLUS ADDITIONAL COMPENSATION	\$ 215,000	\$ 219,300	\$ 223,686	\$ 228,160	\$ 232,723
Total Premiums for:					
Health Insurance	\$ 9,538	\$ 9,538	\$ 9,537	\$ 9,538	\$ 9,538
Prescription Insurance					
Dental Insurance	\$ 522	\$ 522	\$ 522	\$ 522	\$ 522
Vision Insurance					
Disability Insurance	\$ 315	\$ 315	\$ 315	\$ 315	\$ 315
Other Insurance - Describe:	\$ -	\$ -	\$ -	\$ -	\$ -
Waiver of Benefits	\$ -	\$ -	\$ -	\$ -	\$ -
Total Cost of Premiums	\$ 10,375	\$ 10,375	\$ 10,374	\$ 10,375	\$ 10,375
Employee Contribution to Premiums as Per Law					
TOTAL HEALTH BENEFITS COMPENSATION	\$ 10,375	\$ 10,375	\$ 10,374	\$ 10,375	\$ 10,375
Other Compensation					
Travel and Expense Reimbursement (Estimated Annual Cost)	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500
Professional Development (Capped Amount or Estimated Annual Cost)					
Tuition Reimbursement					
Mentoring Expenses - Describe:					
National/State/County/Local/Other Dues	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500
Subscriptions					
Board Paid Cell Phone or Reimbursement for Personal Cell Phone					
Computer for Home use, including supplies, maintenance, internet					
Other - Describe: District Vehicle	\$ 4,200	\$ 4,200	\$ 4,200	\$ 4,200	\$ 4,200
TOTAL OTHER COMPENSATION	\$ 8,200	\$ 8,200	\$ 8,200	\$ 8,200	\$ 8,200
Sick and Vacation Compensation					
Max Paid for Unused Sick Leave Upon Retirement					
Max Paid for Unused Vacation Leave - Retirement or Separation	\$ 19,846	\$ 20,243	\$ 20,648	\$ 21,061	\$ 21,482
Total Sick and Vacation Compensation	\$ 19,846	\$ 20,243	\$ 20,648	\$ 21,061	\$ 21,482
TOTAL CONTRACT COSTS	\$ 253,421	\$ 258,118	\$ 262,908	\$ 267,795	\$ 272,780

* Must be an approved DOE Position

Revised 5/16/17