

DELSEA REGIONAL HIGH SCHOOL DISTRICT
FRANKLINVILLE, NEW JERSEY 08322

ORDER OF BUSINESS AND AGENDA
DELSEA REGIONAL HIGH SCHOOL DISTRICT BOARD OF EDUCATION
FEBRUARY 7, 2018
SPECIAL MEETING
PUBLIC HEARING –
SUPERINTENDENT’S CONTRACT
DELSEA MIDDLE SCHOOL – 7:00 P. M.

1. Call to order - 7:00 P.M.

As Board President of the Delsea Regional High School District Board of Education, I hereby certify that all provisions of the “Open Public Meeting Law”, P.L. 1975, Chapter 231 have been met. Notice of this meeting was mailed to *South Jersey Times*, *The Sentinel* and *The Daily Journal* as well as the Municipal Clerks of Elk and Franklin Townships.

2. Pledge of Allegiance

3. Public Hearing:

A. I make a motion to open the Public Hearing regarding the Superintendent’s Contract

4. Committees:

A. Personnel - Ms. Kathie Catucci – Chairperson

1. I make a motion to approve the following changes to the Superintendent’s Contract as listed:

- a. Rescind the current 2014-2019 Superintendent’s Contract
- b. Approve the 2018-2022 Superintendent’s Contract

Superintendent's Employment Contract Comparison

Current Employment Contract	Proposed Employment Contract																																							
<p>THIS SHARED SUPERINTENDENT EMPLOYMENT CONTRACT is made and entered into this 2nd day of April, 2014,</p>	<p>THIS SHARED SUPERINTENDENT EMPLOYMENT CONTRACT is made and entered into this 7th day of February 2018,</p>																																							
	<p style="text-align: center;">This Employment Contract replaces and supersedes all prior employment contracts between the parties hereto. Signature of this Contract constitutes assent to a rescission of any and all prior contracts, as well as agreement to the terms herein.</p>																																							
<p>I. TERM July 1, 2014 and expiring midnight June 30, 2019.</p>	<p>I. TERM January 1, 2018 and expiring midnight June 30, 2022.</p>																																							
<p>A. SALARY The Boards shall provide the following salary as part of the Superintendent's compensation:</p> <p>The Delsea Board shall pay the Superintendent an annual compensation as follows: (2% annual increase)</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 30%;">*July 1, 2014 to June 30, 2015</td> <td style="width: 30%;">\$132,651 (\$10,000 + \$2,500)</td> <td style="width: 40%;">\$145,151</td> </tr> <tr> <td>*July 1, 2015 to June 30, 2016</td> <td>\$135,304 (\$10,000 + \$2,500)</td> <td>\$147,804</td> </tr> <tr> <td>*July 1, 2016 to June 30, 2017</td> <td>\$138,010 (\$10,000 + \$2,500)</td> <td>\$150,510</td> </tr> <tr> <td>*July 1, 2017 to June 30, 2018</td> <td>\$140,770 (\$10,000 + \$2,500)</td> <td>\$153,270</td> </tr> <tr> <td>*July 1, 2018 to June 30, 2019</td> <td>\$143,585 (\$10,000 + \$2,500)</td> <td>\$156,085</td> </tr> </table>	*July 1, 2014 to June 30, 2015	\$132,651 (\$10,000 + \$2,500)	\$145,151	*July 1, 2015 to June 30, 2016	\$135,304 (\$10,000 + \$2,500)	\$147,804	*July 1, 2016 to June 30, 2017	\$138,010 (\$10,000 + \$2,500)	\$150,510	*July 1, 2017 to June 30, 2018	\$140,770 (\$10,000 + \$2,500)	\$153,270	*July 1, 2018 to June 30, 2019	\$143,585 (\$10,000 + \$2,500)	\$156,085	<p>A. SALARY The Boards shall provide the following salary as part of the Superintendent's compensation:</p> <p>The Delsea Board shall pay the Superintendent an annual salary in accordance with the following schedule: (2.5% annual increase)</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 30%;">*July 1, 2014 to June 30, 2015</td> <td style="width: 30%;"></td> <td style="width: 40%;"></td> </tr> <tr> <td>*July 1, 2015 to June 30, 2016</td> <td></td> <td></td> </tr> <tr> <td>*July 1, 2016 to June 30, 2017</td> <td></td> <td></td> </tr> <tr> <td>*July 1, 2017 to June 30, 2018</td> <td>\$141,460 (\$15,000 + \$5,000)</td> <td>\$161,460</td> </tr> <tr> <td>*July 1, 2018 to June 30, 2019</td> <td>\$144,996 (\$15,000 + \$5,000)</td> <td>\$164,996</td> </tr> <tr> <td>*July 1, 2019 to June 30, 2020</td> <td>\$148,621 (\$15,000 + \$5,000)</td> <td>\$168,621</td> </tr> <tr> <td>*July 1, 2020 to June 30, 2021</td> <td>\$152,337 (\$15,000 + \$5,000)</td> <td>\$172,337</td> </tr> <tr> <td>*July 1, 2021 to June 30, 2022</td> <td>\$156,145 (\$15,000 + \$5,000)</td> <td>\$176,145</td> </tr> </table>	*July 1, 2014 to June 30, 2015			*July 1, 2015 to June 30, 2016			*July 1, 2016 to June 30, 2017			*July 1, 2017 to June 30, 2018	\$141,460 (\$15,000 + \$5,000)	\$161,460	*July 1, 2018 to June 30, 2019	\$144,996 (\$15,000 + \$5,000)	\$164,996	*July 1, 2019 to June 30, 2020	\$148,621 (\$15,000 + \$5,000)	\$168,621	*July 1, 2020 to June 30, 2021	\$152,337 (\$15,000 + \$5,000)	\$172,337	*July 1, 2021 to June 30, 2022	\$156,145 (\$15,000 + \$5,000)	\$176,145
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Superintendent's Employment Contract Comparison

<p>A district salary increment of \$10,000.00 annually will be paid for serving as the Superintendent of Schools for the Elk Board and shall be paid so long as the shared Chief School Administrator Services Agreement with the Elk Board remains in full force and effect.</p> <p>In the event the salary cap regulations expire or are amended, the parties agree to negotiate a salary increase: any such salary increase shall be reflected in an addendum to this contract and shall be subject to the approval of the Interim Executive Regional Superintendent.</p> <p><u>High School Increment:</u> An annual salary increment in the amount of \$2,500 will be paid pursuant to N.J.A.C. 6A:23A-1.1 allowing for additional compensation to a superintendent of a high school district.</p>	<p>The salaries in the salary schedule include an additional district salary increment of \$15,000.00 which will be paid for serving as the Superintendent of Schools for the Elk Board, and shall be paid so long as the shared Chief School Administrator Services Agreement with the Elk Board remains in full force and effect.</p> <p>In the event the salary cap regulations expire, are amended, or are revoked, the parties agree to negotiate a salary increase: any such salary increase shall be reflected in an addendum to this Contract and shall be subject to the approval of the Executive County Superintendent.</p> <p><u>High School Increment:</u> The salary schedule set forth above also includes an annual high school salary increment in the amount of \$5,000 pursuant to N.J.A.C. 6A:23A-1.2 as additional compensation for the Superintendent serving a district with a high school.</p>
<p><u>Tax Deferred Pension Annuity:</u> Beginning September 1, 2011, the Delsea Board shall directly contribute and/or pay for the Superintendent's premium for a Tax Deferred Pension Annuity in the amount equaling 1% of her gross salary.</p>	<p><u>Tax Deferred Pension Annuity:</u> The Delsea Board shall directly contribute and/or pay for the Superintendent's premium for a Tax Deferred Pension Annuity in the amount equaling 2% of her annual salary.</p>
<p>Various language changes were made to reflect proper code citations, clarification of bereavement days to reflect current District practice, and clarification of separation from employment</p>	