



STATE OF NEW JERSEY
DEPARTMENT OF EDUCATION
MORRIS COUNTY OFFICE
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MORRISTOWN, NEW JERSEY 07963-0900
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PHILIP D. MURPHY
GOVERNOR

SHEILA Y. OLIVER
LT. GOVERNOR

LAMONT O. REPOLLET ED.D.
COMMISSIONER

ROGER A. JINKS
INTERIM EXECUTIVE COUNTY
SUPERINTENDENT

June 15, 2018

Mr. Ronald Conti
Board Secretary
Randolph Township Board of Education
25 School House Road
Randolph, New Jersey 07869

Dear Mr. Conti:

I have received the amended employment contract for Jennifer A. Fano, Superintendent for, in accordance with N.J.A.C. 6A:23A-3.1. I have determined that the provisions of the contract are in compliance with the regulations. Therefore, I approve the contract for the period from July 1, 2016 through June 30, 2021.

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 approved contract to my office.

Thank you.

Sincerely,


Roger A. Jinks
Interim Executive Morris County Superintendent

c: Jennifer A. Fano, Superintendent

**ADDENDUM
TO
EMPLOYMENT AGREEMENT**

THIS AGREEMENT is made and entered into this _____ day of _____, 2018 by and between the **BOARD OF EDUCATION OF THE TOWNSHIP OF RANDOLPH**, County of Morris, with offices located at 25 School House Road, Randolph, New Jersey 07869 (hereinafter referred to as the “Board”), and Ms. Jennifer Fano (hereinafter “Ms. Fano” or “the Superintendent”).

WHEREAS, the Superintendent is employed by the Board as Superintendent pursuant to an Employment Agreement with a term running from July 1, 2016 through June 30, 2019; and

WHEREAS, that contract was amended on or about December 21, 2017 to reflect a new base salary for Ms. Fano in light of the State’s amendment of the salary cap regulations; and

WHEREAS, Section 22 of the Employment Agreement provides that it “cannot be varied except by written agreement of the undersigned parties”; and

WHEREAS, the Board and Superintendent agree to amend the Employment Agreement to extend the contractual term to the maximum amount allowed by law;

NOW THEREFORE, in consideration of the above recitals which are an integral part of this Agreement, the Board and the Superintendent hereby agree as follows:

1. The parties hereby agree to amend the current contract’s end date from June 30, 2019 to June 30, 2021. Thus, the new term set forth in ¶1 shall be July 1, 2016 to June 30, 2021.
2. Ms. Fano’s base salary during the 2019-20 and 2020-21 school years shall remain unchanged at One Hundred and Ninety-Six Thousand and Five Hundred and Eighty-four dollars (\$196,584.00).
3. Pursuant to N.J.S.A. 18A:17-20.1, ¶21(c) shall be amended to require the Board to provide Ms. Fano with one-hundred and fifty (150) days’ notification prior to the expiration of her contract (rather than ninety (90) days), of the Board’s intent not to renew her contract.
4. All other terms and conditions of the original Agreement and the December 21, 2017 Contract Amendment shall remain unchanged.

5. The parties acknowledge the notice and hearing requirements for this Contract Addendum as set forth in N.J.S.A. 18A:11-11 and N.J.A.C. 6A:23A-3.1(c), and agree to be bound by same.
6. This Contract Addendum is subject to the approval of the Morris County Executive County Superintendent and the Randolph Board of Education prior to becoming effective.

IN WITNESS WHEREOF, the parties acknowledge their agreement to the terms hereof by executing below:

BOARD OF EDUCATION OF THE RANDOLPH SCHOOL DISTRICT

| | | |
|------------------------------------------|-----|------------------------------------------|
| _____ JENNIFER FANO Superintendent | BY: | _____ RONALD CONTI Board President |
|------------------------------------------|-----|------------------------------------------|

Dated: _____

Dated: _____

WITNESS:

 Gerald Eckert, Bd. Sec./Bus. Admin.

BY: _____

Date: _____

Date: _____

Revised Detailed Statement of Contract Costs
Ms. Jennifer Fano 2016-2019

SUPERINTENDENT

Detailed Statement of Contract Costs

| | | | | | |
|-------------------------------------------------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| District: RANDOLPH TOWNSHIP SCHOOL DISTRICT | | | | | |
| Name: Jennifer A. Fano | | | | | |
| Date BOE Authorized Submission to County Office | | | | | |
| District Grade Span | K - 12 | | | | |
| On Roll Students as of 10-15 | | | | | |
| | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
| Contract Term: | 2016-17 | 2017-18 | 2018-19 | 2019-20 | 2020-21 |
| Salary | | | | | |
| Salary | \$ 165,000 | \$ 191,584 | \$ 191,584 | \$ 191,584 | \$ 191,584 |
| High School | \$ 2,500 | \$ 5,000 | \$ 5,000 | \$ 5,000 | \$ 5,000 |
| Longevity | \$ - | \$ - | \$ - | \$ - | \$ - |
| Shared Service | \$ - | \$ - | \$ - | \$ - | \$ - |
| Total Annual Salary | \$ 167,500 | \$ 196,584 | \$ 196,584 | \$ 196,584 | \$ 196,584 |
| Additional Salary | | | | | |
| Quantitative Merit Goals | \$ 16,733 | \$ 19,638 | \$ 19,638 | \$ 19,638 | \$ 19,638 |
| Qualitative Merit Goals | \$ 8,375 | \$ 9,829 | \$ 9,829 | \$ 9,829 | \$ 9,829 |
| Additional Compensation - Describe: | \$ - | \$ - | \$ - | \$ - | \$ - |
| Total Additional Salary | \$ 25,108 | \$ 29,467 | \$ 29,467 | \$ 29,467 | \$ 29,467 |
| Total Annual Salary plus Additional Salary | \$ 192,608 | \$ 226,051 | \$ 226,051 | \$ 226,051 | \$ 226,051 |
| Board Contribution for Cost of Premiums for: | | | | | |
| Health Insurance | \$ 7,536 | \$ 7,536 | \$ 9,782 | \$ 9,782 | \$ 9,782 |
| Prescription Insurance | \$ 1,993 | \$ 1,993 | \$ 2,732 | \$ 2,732 | \$ 2,732 |
| Dental Insurance | \$ 617 | \$ 617 | \$ 617 | \$ 617 | \$ 617 |
| Vision Insurance | \$ - | \$ - | \$ - | \$ - | \$ - |
| Disability Insurance | \$ - | \$ - | \$ - | \$ - | \$ - |
| Long-term Care Insurance | \$ - | \$ - | \$ - | \$ - | \$ - |
| Life Insurance | \$ - | \$ - | \$ - | \$ - | \$ - |
| Other Insurance - Describe: | \$ - | \$ - | \$ - | \$ - | \$ - |
| Waiver of Benefits | \$ - | \$ - | \$ - | \$ - | \$ - |
| Section 125 Plan Reimbursements - Describe: | \$ - | \$ - | \$ - | \$ - | \$ - |
| Board Contribution for Cost of Premiums | \$ 10,146 | \$ 10,146 | \$ 13,131 | \$ 13,131 | \$ 13,131 |
| Employee contribution to health benefits as per law | \$ 3,551 | \$ 3,551 | \$ 4,596 | \$ 4,596 | \$ 4,596 |
| Total Health Benefit Compensation | \$ 6,595 | \$ 6,595 | \$ 8,535 | \$ 8,535 | \$ 8,535 |
| Other Compensation | | | | | |
| Travel and Expense Reimbursement (Estimated Annual Cost) | \$ 4,800 | \$ 4,800 | \$ 4,800 | \$ 4,800 | \$ 4,800 |
| Professional Development (Capped Amount or Estimated Annual Cost) | \$ 1,000 | \$ 1,000 | \$ 1,000 | \$ 1,000 | \$ 1,000 |
| Tuition Reimbursement | 0.00 | \$ 15,000 | \$ 15,000 | \$ 15,000 | \$ 15,000 |
| Mentoring Expenses - Describe: | \$ - | \$ - | \$ - | \$ - | \$ - |
| National/State/County/Local/Other Dues | \$ 2,220 | \$ 2,220 | \$ 2,220 | \$ 2,220 | \$ 2,220 |
| Subscriptions | \$ 1,655 | \$ 1,655 | \$ 1,655 | \$ 1,655 | \$ 1,655 |
| Board Paid Cell Phone or Reimbursement for Personal Cell Phone | \$ 1,800 | \$ 1,800 | \$ 1,800 | \$ 1,800 | \$ 1,800 |
| Computer for Home use, including supplies, maintenance, internet | \$ 1,200 | \$ 1,200 | \$ 1,200 | \$ 1,200 | \$ 1,200 |
| Other - Describe: New Superintendents Academy | \$ 2,500 | \$ 2,500 | \$ 2,500 | \$ 2,500 | \$ 2,500 |
| Total Other Compensation | \$ 15,175 | \$ 30,175 | \$ 30,175 | \$ 30,175 | \$ 30,175 |
| 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 | \$ 19,327 | \$ 22,682 | \$ 22,682 | \$ 22,682 | \$ 22,682 |
| Total Sick and Vacation Compensation | \$ 34,327 | \$ 37,682 | \$ 37,682 | \$ 37,682 | \$ 37,682 |
| TOTAL CONTRACT COSTS | \$ 248,705 | \$ 300,503 | \$ 302,443 | \$ 302,443 | \$ 302,443 |