



>>[SCHOOL FINANCE](#) >>[USER FRIENDLY BUDGETS](#) >>[BERGEN](#) >>[HACKENSACK CITY](#)

User Friendly Budgets 2012-13

BERGEN - HACKENSACK CITY

Advertised Enrollments			
Enrollment Category	October 15, 2010 Actual	October 15, 2011 Actual	October 15, 2012 Estimated
Pupils on Roll Regular Full-Time	4,548	4,560	4,711
Pupils on Roll Regular Shared-Time	4	5	7
Pupils on Roll - Special Full-Time	639	704	881
Pupils on Roll - Special Shared-Time	6	11	0
Private School Placements	40	46	0
Pupils Sent to Other Districts-Reg Prog	0	5	43
Pupils Sent to Other Dists-Spec Ed Prog	69	50	145
Pupils Received	480	515	511
Pupils in State Facilities	3	8	12

Advertised Revenues				
Budget Category	Account	2010-11 Actual	2011-12 Revised	2012-13 Anticipated
OPERATING BUDGET				
Budgeted Fund Balance - Operating Budget	10-303	0	1,151,142	3,218,959
Withdrawal from Cap Res-for Local Share	10-307	0	0	1,003,936
Revenues from Local Sources:				
Local Tax Levy	10-1210	63,715,174	66,302,510	68,520,822
Tuition	10-1300	6,944,414	6,479,885	6,892,729
Interest Earned on Capital Reserve Funds	10-1XXX	50	2,101	0
Unrestricted Miscellaneous Revenues	10-1XXX	164,851	302,010	300,050
SUBTOTAL		70,824,489	73,086,506	75,713,601
Revenues from State Sources:				
Extraordinary Aid	10-3131	996,776	550,000	550,000
Categorical Special Education Aid	10-3132	2,582,040	2,582,040	2,780,976
Equalization Aid	10-3176	7,349,699	9,053,841	9,539,514
Categorical Security Aid	10-3177	0	0	302,261
Categorical Transportation Aid	10-3121	0	0	90,829
SUBTOTAL		10,928,515	12,185,881	13,263,580
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	71,189	115,393	113,612
SUBTOTAL		71,189	600,292	113,612
Adjustment for Prior Year Encumbrances		0	510,533	0
Actual Revenues (Over)/Under Expenditures		1,349,314	0	0
TOTAL OPERATING BUDGET		83,173,507	87,534,354	93,313,688
GRANTS AND ENTITLEMENTS				
Revenues from Local Sources	20-1XXX	13,211	2,817	444,616
Revenues from State Sources:				
Preschool Education Aid - Pr Yr Carryover	20-3218	0	111,293	0
Preschool Education Aid	20-3218	695,552	672,850	416,760

Other Restricted Entitlements	20-32XX	563,733	666,740	313,000
TOTAL REVENUES FROM STATE SOURCES		1,259,285	1,450,883	729,760
Revenues from Federal Sources:				
Title I	20-4411-4416	958,449	1,204,167	1,023,542
Title II	20-4451-4455	274,691	212,407	180,546
Title III	20-4491-4494	169,928	231,325	91,399
Title IV	20-4471-4474	14,858	0	0
I.D.E.A. Part B (Handicapped)	20-4420-4429	1,321,050	1,262,923	1,262,923
Other	20-4XXX	229,228	106,082	0
TOTAL REVENUES FROM FEDERAL SOURCES		2,968,204	3,016,904	2,558,410
Transfers from Operating Budget-PreK	20-5200	0	0	219,193
TOTAL GRANTS AND ENTITLEMENTS		4,240,700	4,470,604	3,951,979
REPAYMENT OF DEBT				
Budgeted Fund Balance	40-303	0	35,193	237,918
Transfers from Other Funds	40-5200	768	0	0
Revenues from Local Sources:				
Local Tax Levy	40-1210	1,064,132	804,445	572,182
TOTAL REVENUES FROM LOCAL SOURCES		1,064,132	804,445	572,182
TOTAL LOCAL REPAYMENT OF DEBT		1,064,900	839,638	810,100
Actual Revenues (Over)/Under Expenditures		-196,912	0	0
TOTAL REPAYMENT OF DEBT		867,988	839,638	810,100
TOTAL REVENUES/SOURCES		88,282,195	92,844,596	98,075,767
DEDUCT REVENUES INCLUDED IN MULTIPLE FUNDS DUE TO TRANSFERS:				
Transfers from Operating Budget-PreK	20-5200	0	0	219,193
TOTAL REVENUES/SOURCES NET OF TRANSFERS		88,282,195	92,844,596	97,856,574

Advertised Appropriations				
Budget Category	Account	2010-11 Expenditures	2011-12 Rev. Approp.	2012-13 Appropriations
GENERAL CURRENT EXPENSE				
Instruction:				
Regular Programs	11-1XX-100-XXX	28,221,326	29,433,283	29,307,898
Special Education	11-2XX-100-XXX	7,077,148	7,526,519	8,044,648
Bilingual Education	11-240-100-XXX	1,823,109	2,103,474	1,707,076
School-Spon. Co/Extra-Curr. Activities	11-401-100-XXX	115,373	195,684	148,772
School Sponsored Athletics	11-402-100-XXX	1,016,495	912,106	1,165,074
Before/After School Programs	11-421-XXX-XXX	0	0	751,643
Summer School	11-422-XXX-XXX	0	0	12,980
Support Services:				
Tuition	11-000-100-XXX	6,533,987	6,233,400	6,330,999
Attendance and Social Work Services	11-000-211-XXX	180,928	179,406	173,573
Health Services	11-000-213-XXX	913,268	890,006	838,520
Speech, OT, PT, Related & Extraordinary Services	11-000-216,217	2,821,115	3,692,797	4,462,528
Guidance	11-000-218-XXX	885,716	921,784	918,350
Child Study Teams	11-000-219-XXX	3,119,994	3,192,380	3,461,260
Improvement of Instructional Services	11-000-221-XXX	382,672	333,440	390,815
Educational Media Services - School Library	11-000-222-XXX	726,530	623,858	636,178
Instructional Staff Training Services	11-000-223-XXX	746,580	845,807	623,414
General Administration	11-000-230-XXX	1,065,655	917,986	1,171,229
School Administration	11-000-240-XXX	4,082,427	3,864,496	4,014,977
Central Svcs & Admin Info Technology	11-000-25X-XXX	1,381,949	1,781,381	1,726,119
Operation and Maintenance of Plant Services	11-000-26X-XXX	6,529,339	7,135,745	7,313,599
Student Transportation Services	11-000-270-XXX	1,608,981	2,035,616	1,905,669
Personal Services - Employee Benefits	11-XXX-XXX-2XX	12,312,827	13,144,449	14,486,951
Total Support Services Expenditures		43,291,968	45,792,551	48,454,181
TOTAL GENERAL CURRENT EXPENSE		81,545,419	85,963,617	89,592,272

CAPITAL EXPENDITURES				
Deposit to Capital Reserve	10-604	500,000	0	0
Interest Earned on Capital Reserve	10-604	50	2,101	0
Equipment	12-XXX-XXX-73X	87,670	344,540	209,220
Facilities Acquisition and Construction Services	12-000-4XX-XXX	377,051	351,622	2,577,536
TOTAL CAPITAL EXPENDITURES		964,771	698,263	2,786,756
Transfer of Funds to Charter Schools	10-000-100-56X	663,317	872,474	934,660
OPERATING BUDGET GRAND TOTAL		83,173,507	87,534,354	93,313,688
SPECIAL GRANTS AND ENTITLEMENTS				
Local Projects	20-XXX-XXX-XXX	13,211	2,817	444,616
Preschool Education Aid:				
Instruction	20-218-100-XXX	539,152	509,143	485,286
Support Services	20-218-200-XXX	156,400	155,800	50,667
Facilities Acquisition and Construction Services	20-218-400-XXX	0	119,200	100,000
TOTAL PRESCHOOL EDUCATION AID		695,552	784,143	635,953
Other State Projects:				
Nonpublic Textbooks	20-XXX-XXX-XXX	11,240	13,198	0
Nonpublic Auxiliary Services	20-XXX-XXX-XXX	108,722	204,377	0
Nonpublic Handicapped Services	20-XXX-XXX-XXX	52,778	79,910	0
Nonpublic Nursing Services	20-XXX-XXX-XXX	0	18,852	313,000
Nonpublic Technology Initiative	20-XXX-XXX-XXX	18,050	0	0
Other Special Projects	20-XXX-XXX-XXX	372,943	350,403	0
Total State Projects		1,259,285	1,450,883	948,953
Federal Projects:				
Title I	20-XXX-XXX-XXX	958,449	1,204,167	1,023,542
Title II	20-XXX-XXX-XXX	274,691	212,407	180,546
Title III	20-XXX-XXX-XXX	169,928	231,325	91,399
Title IV	20-XXX-XXX-XXX	14,858	0	0
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	1,321,050	1,262,923	1,262,923
Other Special Projects	20-XXX-XXX-XXX	229,228	106,082	0
Total Federal Projects		2,968,204	3,016,904	2,558,410
TOTAL GRANTS AND ENTITLEMENTS		4,240,700	4,470,604	3,951,979
REPAYMENT OF DEBT				
Repayment of Debt - Regular	40-701-510-XXX	867,988	839,638	810,100
TOTAL REPAYMENT OF DEBT		867,988	839,638	810,100
Total Expenditures		88,282,195	92,844,596	98,075,767
DEDUCT AMOUNTS INCLUDED IN MULTIPLE FUNDS DUE TO TRANSFERS:				
TOTAL EXPENDITURES NET OF TRANSFERS		88,282,195	92,844,596	98,075,767

Advertised Recapitulation of Balances				
Budget Category	Audited Balance 6/30/10	Audited Balance 6/30/11	Estimated Balance 6/30/12	Estimated Balance 6/30/13
Unassigned:				
General Operating Budget	2,268,431	3,189,741	2,300,245	444,349
Repayment of Debt	76,199	273,111	237,918	0
Reserved for Specific Purposes:				
General Operating Budget:				
Capital Reserve	503,886	1,003,936	1,006,037	2,101
Adult Education Programs	0	0	0	0
Maintenance Reserve	0	0	0	0
Legal Reserve	4,161,505	1,624,709	1,363,063	0
Tuition Reserve	0	0	0	0
Current Expense Emergency Reserve	0	0	0	0
Restricted for Repayment of Debt	0	0	0	0

Advertised Per Pupil Cost Calculations					
	2009-10 Actual	2010-11 Actual	2011-12 Original Budget	2011-12 Revised Budget	2012-13 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	14,461	14,435	15,004	15,078	14,797
Total Classroom Instruction	9,691	9,335	9,923	9,738	9,408
Classroom-Salaries and Benefits	9,337	9,051	9,627	9,433	8,997
Classroom-General Supplies and Textbooks	284	208	209	215	325
Classroom-Purchased Services and Other	70	76	87	90	86
Total Support Services	1,796	2,106	2,201	2,274	2,348
Support Services-Salaries and Benefits	1,567	1,825	1,904	2,002	2,083
Total Administrative Costs	1,338	1,401	1,159	1,380	1,374
Administration-Salaries and Benefits	1,172	1,246	982	1,153	1,141
Legal Costs	0	15	24	20	37
Total Operations and Maintenance of Plant	1,351	1,355	1,501	1,458	1,409
Operations & Maintenance of Plant-Salary & Ben.	721	778	813	795	748
Board Contribution to Food Services	0	0	0	0	0
Total Extracurricular Costs	285	239	219	229	258
Total Equipment Costs	27	17	56	89	56
Employee Benefits as a % of Salaries	20.1	22.8	23.4	23.3	25

The information presented in columns 1 through 3 as well as the related descriptions of the per pupil cost calculations are contained in the 2012 Taxpayers Guide to Education Spending (formerly Comparative Spending Guide) and can be found on the Department of Education's Internet address: <http://www.state.nj.us/education> under Finance. This publication is available in the board office and public libraries. The same calculations were performed using the 2011-12 revised appropriations and 2012-13 budgeted appropriations presented in this advertised budget. Total Comparative Per Pupil Cost is defined as current expense exclusive of tuition expenditures, transportation, residential costs, and judgments against the school district. For all years, it also includes the restricted entitlement aids. With the exception of Total Equipment Cost, each of the other per pupil cost calculations presented is a component of the total comparative per pupil cost, although all components are not shown.

Shared Services

- Shared waste removal with City of Hackensack
- Cooperative purchasing county wide thru Ed Data Services
- Shared insurance purchaing with NESBIG
- BCSS Services for special needs students
- Bergen County Region V transportation services
- Bergen County Region V special education services
- Pooled banking service Bergen County
- ACT and ACES
- Middlesex County Educational Services Cooperative
- State Contract

Estimated Tax Rate Information	
A. Estimated 12-13 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
General Fund School Levy	67,411,666 (A)
Estimated Net Taxable Valuation (as of 10/01/2011)	5,070,992,265 (B)
Estimated 12-13 General Fund School Tax Rate=(A)/(B)x100	1.3294 (C)
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
Total School Levy	68,099,980 (D)
Estimated Net Taxable Valuation (as of 10/01/2011)	5,070,992,265 (E)
Estimated 12-13 Total School Tax Rate=(D)/(E)x100	1.3429 (F)
B. Estimated 12-13 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
General Fund School Levy	67,411,666 (G)

Estimated Equalized Valuation (as of 10/01/2011)	6,000,629,975 (H)
Estimated 12-13 Equalized General Fund School Tax Rate=(G)/(H)x100	1.1234 (I)
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
Total School Levy	68,099,980 (J)
Estimated Equalized Valuation (as of 10/01/2011)	6,000,629,975 (K)
Estimated 12-13 Equalized Total School Tax Rate=(J)/(K)x100	1.1349 (L)

Administrative Salaries	
Employee Name: Dominick Polifrone	
Job Title	Superintendent YSC
Base Annual Salary	96,112
Full Time Equivalents (FTE)	1.0
Shared with another district?	Y
Shared County	
Shared District	0010
Shared Job Title	
Member of Collective Bargaining Unit?	Y
Contract Terms:	
Beginning Date of Contract	07/01/2011
Ending Date of Contract	06/30/2012
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-working Days	15
Description of Other Contracted Non-working Days	Holidays
Benefits:	
Allowances	0
Bonuses	0
Stipends	0
District Contributions above Teacher Contract:	
Insurance: Health, Dental, Life, Other	0
Retirement Plans	0
Contractual Post-Employment Benefits Amount	37,740
Description of:	
Buyback of Sick Days at the End of Contract	\$370 per unused sick days
Buyback of Vacation Days at the End of Contract	
Buyback of Personal Days at the End of Contract	
Other Contractual Post-Employment Benefits	
Other/In-Kind Remuneration	0
Description of:	
Annual Option to Buy Back Sick Time in Cash	
Annual Option to Buy Back Vacation Time in Cash	
Annual Option to Buy Back Personal Time in Cash	
All Other In-Kind or Other Remuneration	
Additional Comments	
Employee Name: John Doller	
Job Title	Coordinator/Dir./Mgr./Supvr. Facilities
Base Annual Salary	95,613
Full Time Equivalents (FTE)	1.0
Shared with another district?	N
Member of Collective Bargaining Unit?	N
Contract Terms:	

Beginning Date of Contract	07/01/2011
Ending Date of Contract	06/30/2012
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	24
Contracted Number of Annual Sick Days	13
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-working Days	15
Description of Other Contracted Non-working Days	Holidays
Benefits:	
Allowances	0
Bonuses	0
Stipends	0
District Contributions above Teacher Contract:	
Insurance: Health, Dental, Life, Other	0
Retirement Plans	0
Contractual Post-Employment Benefits Amount	9,135
Description of:	
Buyback of Sick Days at the End of Contract	\$45 a day after fifteen years of servi
Buyback of Vacation Days at the End of Contract	
Buyback of Personal Days at the End of Contract	
Other Contractual Post-Employment Benefits	
Other/In-Kind Remuneration	0
Description of:	
Annual Option to Buy Back Sick Time in Cash	
Annual Option to Buy Back Vacation Time in Cash	
Annual Option to Buy Back Personal Time in Cash	
All Other In-Kind or Other Remuneration	
Additional Comments	
Employee Name: Joseph Abate, Jr.	
Job Title	Superintendent Interim
Base Annual Salary	92,736
Full Time Equivalents (FTE)	0.8
Shared with another district?	N
Member of Collective Bargaining Unit?	N
Contract Terms:	
Beginning Date of Contract	12/01/2011
Ending Date of Contract	06/30/2012
Contracted Number of Annual Work Days	180
Contracted Number of Annual Vacation Days	0
Contracted Number of Annual Sick Days	0
Contracted Number of Annual Personal Days	0
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-working Days	0
Description of Other Contracted Non-working Days	
Benefits:	
Allowances	0
Bonuses	0
Stipends	0
District Contributions above Teacher Contract:	
Insurance: Health, Dental, Life, Other	0
Retirement Plans	0
Contractual Post-Employment Benefits Amount	0
Description of:	
Buyback of Sick Days at the End of Contract	None - Interim Superintendent
Buyback of Vacation Days at the End of Contract	

Buyback of Personal Days at the End of Contract	
Other Contractual Post-Employment Benefits	
Other/In-Kind Remuneration	0
Description of:	
Annual Option to Buy Back Sick Time in Cash	
Annual Option to Buy Back Vacation Time in Cash	
Annual Option to Buy Back Personal Time in Cash	
All Other In-Kind or Other Remuneration	
Additional Comments	\$644 per diem at least 4 days/week
Employee Name: Lydia Singh	
Job Title	Asst Business Administrator
Base Annual Salary	105,715
Full Time Equivalents (FTE)	1.0
Shared with another district?	N
Member of Collective Bargaining Unit?	N
Contract Terms:	
Beginning Date of Contract	07/01/2011
Ending Date of Contract	06/30/2012
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	30
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-working Days	15
Description of Other Contracted Non-working Days	Holidays
Benefits:	
Allowances	0
Bonuses	0
Stipends	0
District Contributions above Teacher Contract:	
Insurance: Health, Dental, Life, Other	0
Retirement Plans	0
Contractual Post-Employment Benefits Amount	21,571
Description of:	
Buyback of Sick Days at the End of Contract	\$407 per unused sick days
Buyback of Vacation Days at the End of Contract	
Buyback of Personal Days at the End of Contract	
Other Contractual Post-Employment Benefits	
Other/In-Kind Remuneration	0
Description of:	
Annual Option to Buy Back Sick Time in Cash	
Annual Option to Buy Back Vacation Time in Cash	
Annual Option to Buy Back Personal Time in Cash	
All Other In-Kind or Other Remuneration	
Additional Comments	
Employee Name: Madeline Carrino	
Job Title	Curriculum/Prof Dev Specialist
Base Annual Salary	99,516
Full Time Equivalents (FTE)	1.0
Shared with another district?	N
Member of Collective Bargaining Unit?	N
Contract Terms:	
Beginning Date of Contract	07/01/2011
Ending Date of Contract	06/30/2012

Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	30
Contracted Number of Annual Sick Days	13
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-working Days	15
Description of Other Contracted Non-working Days	Holidays
Benefits:	
Allowances	0
Bonuses	0
Stipends	0
District Contributions above Teacher Contract:	
Insurance: Health, Dental, Life, Other	0
Retirement Plans	0
Contractual Post-Employment Benefits Amount	0
Description of:	
Buyback of Sick Days at the End of Contract	None per contract
Buyback of Vacation Days at the End of Contract	
Buyback of Personal Days at the End of Contract	
Other Contractual Post-Employment Benefits	
Other/In-Kind Remuneration	0
Description of:	
Annual Option to Buy Back Sick Time in Cash	
Annual Option to Buy Back Vacation Time in Cash	
Annual Option to Buy Back Personal Time in Cash	
All Other In-Kind or Other Remuneration	
Additional Comments	
Employee Name: Mark Kramer	
Job Title	Business Administrator
Base Annual Salary	155,000
Full Time Equivalents (FTE)	1.0
Shared with another district?	N
Member of Collective Bargaining Unit?	N
Contract Terms:	
Beginning Date of Contract	07/01/2011
Ending Date of Contract	06/30/2012
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	30
Contracted Number of Annual Sick Days	13
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-working Days	15
Description of Other Contracted Non-working Days	Holidays
Benefits:	
Allowances	7,580
Bonuses	0
Stipends	0
District Contributions above Teacher Contract:	
Insurance: Health, Dental, Life, Other	0
Retirement Plans	0
Contractual Post-Employment Benefits Amount	900
Description of:	
Buyback of Sick Days at the End of Contract	\$100 a day for each unused day
Buyback of Vacation Days at the End of Contract	
Buyback of Personal Days at the End of Contract	
Other Contractual Post-Employment Benefits	

Other/In-Kind Remuneration	0
Description of:	
Annual Option to Buy Back Sick Time in Cash	
Annual Option to Buy Back Vacation Time in Cash	
Annual Option to Buy Back Personal Time in Cash	
All Other In-Kind or Other Remuneration	
Additional Comments	
Employee Name: Pat Iannacone	
Job Title	Administrative Assistant Superintendent
Base Annual Salary	82,793
Full Time Equivalents (FTE)	1.0
Shared with another district?	N
Member of Collective Bargaining Unit?	N
Contract Terms:	
Beginning Date of Contract	07/01/2011
Ending Date of Contract	06/30/2012
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	13
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-working Days	15
Description of Other Contracted Non-working Days	Holidays
Benefits:	
Allowances	0
Bonuses	0
Stipends	0
District Contributions above Teacher Contract:	
Insurance: Health, Dental, Life, Other	0
Retirement Plans	0
Contractual Post-Employment Benefits Amount	68,968
Description of:	
Buyback of Sick Days at the End of Contract	\$296 per day for unused sick days
Buyback of Vacation Days at the End of Contract	
Buyback of Personal Days at the End of Contract	
Other Contractual Post-Employment Benefits	
Other/In-Kind Remuneration	0
Description of:	
Annual Option to Buy Back Sick Time in Cash	
Annual Option to Buy Back Vacation Time in Cash	
Annual Option to Buy Back Personal Time in Cash	
All Other In-Kind or Other Remuneration	
Additional Comments	
Employee Name: Reno Tolention	
Job Title	Information Technology
Base Annual Salary	106,400
Full Time Equivalents (FTE)	1.0
Shared with another district?	N
Member of Collective Bargaining Unit?	N
Contract Terms:	
Beginning Date of Contract	07/01/2011
Ending Date of Contract	06/30/2012
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	15
Contracted Number of Annual Sick Days	13
Contracted Number of Annual Personal Days	3

Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-working Days	15
Description of Other Contracted Non-working Days	Holidays
Benefits:	
Allowances	0
Bonuses	0
Stipends	0
District Contributions above Teacher Contract:	
Insurance: Health, Dental, Life, Other	0
Retirement Plans	0
Contractual Post-Employment Benefits Amount	41,923
Description of:	
Buyback of Sick Days at the End of Contract	\$409 for each unused sick days
Buyback of Vacation Days at the End of Contract	
Buyback of Personal Days at the End of Contract	
Other Contractual Post-Employment Benefits	
Other/In-Kind Remuneration	0
Description of:	
Annual Option to Buy Back Sick Time in Cash	
Annual Option to Buy Back Vacation Time in Cash	
Annual Option to Buy Back Personal Time in Cash	
All Other In-Kind or Other Remuneration	
Additional Comments	
Employee Name: Theodore Malin	
Job Title	Information Technology
Base Annual Salary	122,816
Full Time Equivalents (FTE)	1.0
Shared with another district?	N
Member of Collective Bargaining Unit?	N
Contract Terms:	
Beginning Date of Contract	07/01/2011
Ending Date of Contract	06/30/2012
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	30
Contracted Number of Annual Sick Days	13
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-working Days	15
Description of Other Contracted Non-working Days	Holidays
Benefits:	
Allowances	500
Bonuses	0
Stipends	0
District Contributions above Teacher Contract:	
Insurance: Health, Dental, Life, Other	0
Retirement Plans	0
Contractual Post-Employment Benefits Amount	10,900
Description of:	
Buyback of Sick Days at the End of Contract	\$100 per day for each unused sick day
Buyback of Vacation Days at the End of Contract	
Buyback of Personal Days at the End of Contract	
Other Contractual Post-Employment Benefits	
Other/In-Kind Remuneration	0
Description of:	
Annual Option to Buy Back Sick Time in Cash	
Annual Option to Buy Back Vacation Time in Cash	

Annual Option to Buy Back Personal Time in Cash	
All Other In-Kind or Other Remuneration	
Additional Comments	



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