

## **ADDENDUM TO EMPLOYMENT CONTRACT**

This Addendum to Employment Contract is made this 21st day of September, 2015, by and between the Board of Education of the South-Orange Maplewood Public School District (hereinafter the “Board”) and Superintendent of Schools, Dr. John Ramos (hereinafter the “Superintendent”).

**WHEREAS**, the Board and Superintendent are parties to an Employment Contract dated April 9, 2015 with a term running until June 30, 2020;

**WHEREAS**, Section 10. of the Employment Contract states that health insurance will not be provided to the Superintendent by the Board;

**WHEREAS**, there has been a change in the Superintendent’s personal circumstances which necessitates that he receive health insurance coverage through the Board;

**WHEREAS**, in consideration of the Superintendent’s provision of services under the Employment Contract and in consideration of his change in circumstances;

**NOW THEREFORE**, the Board and Superintendent have agreed to an Addendum to the Employment Contract to reflect the provision of health insurance benefits, subject to approval by the Executive County Superintendent.

**1.** The parties hereby agree that Section 10. of the Employment Contract shall be replaced and shall state as follows:

### **10. HEALTH INSURANCE**

The Board shall provide the Superintendent with the same health benefits and dental coverage as the other certificated administrators in the district. Subject to the Superintendent’s contribution towards health benefits in accordance with state law and as agreed below, the Board will pay 100% of the premium for NJ Direct 15 of the School Employees Health Benefit Plan, or equal plan. The Superintendent may purchase, at his own expense, a more expensive plan offered to District employees through the NJ School Employees Health Benefits Plan , or other benefits provider chosen by the Board. The Board reserves the right to transfer any of the insurance coverage to other insurance companies as deemed in the best interest of the District.

Pursuant to law, a percentage of premium, but not less than 1.5% of the Superintendent’s base salary, shall be deducted from his salary via payroll deduction to offset the cost of health benefits. The contribution percentage shall be no less than the negotiated percentage of the Association of Supervisors, Coordinators and Administrators (ASCA) Agreement. Should state law governing employee contributions to health benefits change prior to the expiration of this Employment Contract, the Board shall meet with the Superintendent to discuss the impact of such change. In the event an excise tax pursuant to the Affordable Care Act is imposed upon the District during the term of this

Employment Contract, the financial burdens of such a tax shall be addressed in the same manner as the negotiated ASCA Agreement.

2. This Addendum shall become effective immediately following: (a) the approval by the Executive County Superintendent; and (b) the approval of the Board.

**IN WITNESS WHEREOF**, the parties have indicated their agreement to the foregoing by executing this Addendum on the date indicated above.

**SUPERINTENDENT**

**SOUTH ORANGE-MAPLEWOOD  
BOARD OF EDUCATION**

\_\_\_\_\_  
Dr. John Ramos,  
Superintendent

BY: \_\_\_\_\_  
Wayne Eastman,  
Board President

WITNESS:

\_\_\_\_\_  
Cheryl Schneider,  
Board Secretary