

ABSECON BOARD OF EDUCATION
CONTRACT WITH
ABSECON ADMINISTRATORS ASSOCIATION
2006 THROUGH 2009

The Board of Education of the Absecon School District in the County of Atlantic, hereinafter "Board" and the Absecon Administrators Association, hereinafter "AAA" hereby enter into this employment contract for the 2006-2007, 2007-2008, and 2008-2009 school years.

1. WORK SCHEDULE

- a. The work day for the AAA is 7:45 a.m. to 4:15 p.m.
- b. It is understood that members of the AAA are expected to work beyond the regular workday in order to accomplish such tasks when necessary. Such employment shall be considered part of the contract and no additional remuneration shall be provided.
- c. Members of the AAA shall attend Board meetings when requested to by the Superintendent.
- d. Members of the AAA are expected to attend school and PTO functions that occur in the evenings or on weekends when requested by the Superintendent.
- e. When school is in session, members of the AAA will follow the teachers' calendar for working days.

2. PROFESSIONAL DUES, MEETINGS AND CONTINUING EDUCATION

- a. Professional dues for state and national associations will be paid by the Board upon approval of the Superintendent and submission of valid receipts. This includes NJPSA and a national affiliate and one other organization.
- b. Members of the AAA shall be entitled to attend professional meetings, workshops, and seminars each year that are approved by the Superintendent. The pool of money available shall not exceed the following amounts:
2006 – 2007 school year - \$4,500.00
2007 – 2008 school year - \$4,500.00
2008 – 2009 school year - \$4,500.00
- c. Members of the AAA will be reimbursed for up to twelve (12) graduate credits per year for continuing education at the college or university of their choice. The pool of money distributed shall not exceed the following amounts:
2006 – 2007 school year - \$5,000.00
2007 – 2008 school year - \$7,500.00
2008 – 2009 school year - \$9,000.00

3. VACATION

- a. Members of the AAA shall be entitled to ten (10) vacation days per year for the first full year of service. After one (1) full year of service, they shall receive fifteen (15) days per year.
- b. Five (5) vacation days may be used during the period when students are in school, subject to the approval of the Superintendent.
- c. Up to five (5) days of vacation may be carried over for use in the following school year during a period when students are not in school.

4. SICK LEAVE

- a. Members of the AAA shall be entitled to twelve (12) sick days per year with pay. Unused sick days shall be accumulated from year to year with no maximum limit.
- b. After ten (10) years of continuous employment in the district, the members of the AAA shall be entitled to thirty (30) additional sick days for a single major illness at a payment rate of one-hundred (\$100.00) dollars per day after all previously accumulated sick days are exhausted. These thirty (30) days are not accumulated from year to year and are not considered part of any entitlement associated with accumulated sick leave.
- c. After obtaining fifteen (15) or more years of continuous service in the district, upon retirement the members of the AAA will be reimbursed fifty (\$50.00) dollars per day for unused sick leave days in excess of seventy-five (75), but not exceeding one hundred seventy (170) unused sick leave days.
- d. Four (4) of the existing accumulated sick days each year may be used for family illness or injury.
- e. Members of the AAA may request a maximum of sixty (60) unused sick days from their previous district(s). Sick days used during their employment in the Absecon School District will be deducted from those earned rather than those transferred.

5. PERSONAL LEAVE

- a. Members of the AAA are entitled to three (3) personal days per year. Any personal days not used during the year will be added to the accumulated sick leave days in the following school year.
- b. Members of the AAA shall receive up to five (5) days leave at any one time in the event of death of a member's spouse, child, son-in-law, daughter-in-law, parent, father-in-law, mother-in-law, brother, or sister; and up to two (2) days in the event of death of a member's brother-in-law, sister-in-law, grandparent, aunt, uncle, or any other member of the immediate household.

6. HEALTH BENEFITS

- a. The Board will provide a comprehensive family health benefits package to include enrollment in the district's hospitalization and medical insurance program, a prescription drug plan, and a dental insurance plan as specified in the A.E.A. Contract, Article XI.

7. SALARY

- a. Members of the AAA are paid semi-monthly. Salaries for current members of the AAA are listed for the duration of the contract. Upon receipt of the Master's degree plus 50 graduate hours, members of the AAA will receive an additional payment of \$1,000.00 annually* (not part of the base salary).

2006 – 2007 SCHOOL YEAR

Joe Giardina, Marsh Principal - \$88,162.00
Karen Wood, Attales Principal - \$89,336.00
Teri Reither, Director of Curriculum - \$86,280.00*

2007 – 2008 SCHOOL YEAR

Joe Giardina, Marsh Principal - \$91,909.00
Karen Wood, Attales Principal - \$93,133.00
Teri Riether, Director of Curriculum - \$89,904.00*

2008 – 2009 SCHOOL YEAR

Joe Giardina, Marsh Principal - \$96,045.00
Karen Wood, Attales Principal - \$97,324.00
Teri Riether, Director of Curriculum - \$93,905.00*

8. **LONGEVITY**

Members of the AAA will receive longevity pay for service to the District as follows:

10 - 14 years of service	\$500.00 per year
15 – 19 years of service	\$750.00 per year
20 + years of service	\$1,000.00 per year

9. **TERMINATION**

a. The contract may be terminated by either party after sixty (60) days written notice to the other party unless a shorter time to termination is mutually agreed to by both parties.

10. **DURATION OF AGREEMENT**

This agreement shall be effective as of July 1, 2006 and continue in effect through June 30, 2009.

_____ Karen Wood President/AAA	_____ Date	_____ Bill Thompson President/Absecon BOE	_____ Date
_____ Joe Giardina Member/AAA	_____ Date	_____ Tom Grites Vice-President/Absecon BOE	_____ Date
_____ Teri Riether Member/AAA	_____ Date	_____ Tina Davisson Absecon BOE Sec/BA	_____ Date