

**ABSECON BOARD OF EDUCATION
CONTRACT WITH
ABSECON ADMINISTRATORS ASSOCIATION
2009 THROUGH 2012**

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 2009-2010, 2010-2011, and 2011-2012 school years.

The Board hereby recognizes the AAA as the exclusive and sole representative for collective negotiations concerning grievances and terms and conditions for all certificated personnel employed by the Board under contract or on leave, restricted to Principals and the Director of Curriculum.

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:
 - 2009 – 2010 school year - \$4,500.00
 - 2010 – 2011 school year - \$4,500.00
 - 2011 – 2012 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:
 - 2009 – 2010 school year - \$ 9,000.00
 - 2010 – 2011 school year - \$11,000.00
 - 2011 – 2012 school year - \$11,000.00

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.
 - * Category 3, vacation does not apply to ten (10) month employees.

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. **Unused sick leave – all members of the AAA who have completed fifteen (15) or more years of continuous service in the district; including any Board approved leave of absence and deferred retirements, upon retirement the members of the AAA will be reimbursed eighty-five (\$85.00) dollars per day for all unused sick leave day up to two-hundred (200) days at said rate.**
All members of the AAA shall notify the Board twelve (12) months in advance of their retirement date, and shall receive such payment within thirty (30) days of their effective retirement date. If such twelve (12) month notice is not given, payment shall be deferred one (1) year later.
- d. **Effective July 1, 2010, two (2) family illness days, which do not accumulate as sick leave, shall be granted each year.**
- 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.
- b. **Effective July 1, 2010, under the current Section 125 Plan maintained by the Board, employees who are otherwise eligible for medical insurance**

may participate in an opt-out program. Employees who wish to participate must complete a "Benefit Waiver form" during annual open enrollment period, sign, and deliver to the benefits office. Only those employees who can submit proof of other coverage are eligible to participate.

Eligible employees who participate in the opt-out program shall be entitled to an annual payment of:

FAMILY TIER	MEDICAL/PRESCRIPTION
Single	\$2,500
Employee/Child(ren)	\$3,500
Employee/Spouse	\$4,500
Family	\$5,500

The payment shall be made in two equal payments – one half in the December 15th pay and the other half in the June 15th pay. If an employee participating in the opt-out program leaves the employ of the district prior to the end of the school year, he/she shall receive his/her pro-rated portion of the payment.

7. SALARY

a. Members of the AAA are paid semi-monthly.

2009 – 2010 SCHOOL YEAR

Joe Giardina, Marsh Principal - \$98,926.00
 Andrew Weber, Attales Principal - \$94,000.00
 Janice Santucci, Director of Curriculum - \$78,000.00

2010 – 2011 SCHOOL YEAR

Joe Giardina, Marsh Principal - \$102,636.00
 Andrew Weber, Attales Principal - \$97,525.00
 Janice Santucci, Director of Curriculum - \$80,925.00

2011 – 2012 SCHOOL YEAR

Joe Giardina, Marsh Principal - \$106,485.00
 Andrew Weber, Attales Principal - \$101,182.00
 Janice Santucci, Director of Curriculum - \$83,960.00

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, 2009 and continue in effect through June 30, 2012.

Joseph Giardina
President/AAA

Date

Bill Thompson
President/Absecon BOE

Date