

AGREEMENT BETWEEN THE
WASHINGTON TOWNSHIP BOARD OF EDUCATION
and the
BUILDING SUPERVISORS and MAINTENANCE SUPERVISOR

July 1, 2003 – June 30, 2006

1. **SALARIES**

2003 - 2004 - 3.75% increase on total salaries (flat dollar) = \$1912 each

2004 - 2005 – same percent as WTEA on each salary

2005 - 2006 – same percent as WTEA on each salary

Stipends: Electrical, Plumbing or Blue Seal License

Hired prior to June 30, 1997

Hired after June 30, 1997

\$ 600

\$ 400

Longevity:

after 15 years	\$500
after 20 years	\$700
after 25 years	\$750
after 30 years	\$800

2. **LEAVES OF ABSENCE**

A. **Personal Business Leaves**

A Supervisor is allowed two (2) days for personal business per contract year for personal business which cannot be transacted during contracted hours. The supervisor taking such leave will give their immediate supervisor advance notice whenever possible. A personal day may not be used before/after a vacation/holiday period except under the following conditions:

1. Conditions

- a. birth of own child or grandchild
- b. immediate family weddings/grandchild
- c. high school/college graduation of own child/grandchild
- d. house closing
- e. court appearance
- f. family medical issue/illness
- g. religious holidays of your faith
- h. own child's field trip
- i. parent/teacher conference
- j. at the discretion of the Superintendent (the above is not an all inclusive list)

Personal Days, continued:

Consecutive personal days will not be granted before/after a vacation/holiday period.

A sick day taken before or after a personal day during a vacation/holiday period will fall under sick leave.

Personal days shall not be cumulative, except hereinafter set forth.

Unused personal days can be accumulated and added to the employee's accumulated sick leave for a maximum of two (2) days sick leave at the rate of one (1) day for each unused personal day in the contract year.

B. Sick Leave

A Supervisor shall be entitled to twelve (12) days of sick leave for each contract term. A Supervisor who has a contract for part of the year shall receive sick leave proportionate to the number of months of the contract period. All unused days of sick leave are accumulated without limit from July 1, 1955, or date of employment, whichever comes later. A doctor's certificate may be required after three (3) days of absence. A doctor's note may be required by the Superintendent for any employee using a sick day immediately before or after a holiday.

For Supervisors hired prior to June 30, 1997:

After ten (10) consecutive years of employment in Washington Township Schools, Supervisors shall be reimbursed for their unused sick leave at \$75 per day as set forth below. This payment is reduced by 5% if notification is not received by January 10th of the school year preceding the year in which payment is made. To avoid any penalty, the employee may elect to receive payment in the year following resignation or retirement. This penalty will be waived at the discretion of the Board of Education in case of forced retirement due to health reasons of either the employee or his or her spouse only.

1. Upon resignation or leaving the district in good standing, for days accumulated as of 6/30/89 and not subsequently used, employees shall be reimbursed at 80% of these unused days (no maximum).

OR

2. For retirement in good standing as defined in PERS, or death, employees or their estate will be reimbursed for 90% of their unused sick days up to a maximum of 234 days.
3. In determining the unused sick days in "1" above, sick days are used in the order (1) accumulated after 6/30/89, (2) accumulated up to 6/30/89.

Sick Leave, continued

For Supervisors hired after June 30, 1997:

After ten (10) consecutive years of employment in the Washington Township Schools and upon retirement in good standing (as defined in PERS) only, Supervisors will be reimbursed for 80% of the unused sick leave up to a maximum of 234 days at a rate of \$60 per day. This payment is reduced by 5% if notification is not received by January 10th of the school year preceding the year in which payment is made. To avoid any penalty, the employee may elect to receive payment in the year following resignation. This penalty will be waived at the discretion of the Board of Education in case of forced retirement due to health reasons of either the employee or his or her spouse only.

C. Death in Family

A Supervisor will be allowed leave of absence, for the purpose of bereavement, due to death in the immediate family (husband, wife, father, mother, child or other relative living with the family) for a period of three (3) days at full pay. At the discretion of the Superintendent, employees may be granted two (2) additional days. Close relative (brother, sister, in-laws, grandparent, grandchild) not living with the family two (2) days; distant relatives, one (1) day.

D. Vacations

<u>Hired prior to 6/30/92</u>	<u>Hired 6/30/92-6/30/97</u>	<u>Hired after 6/30/97</u>
3 weeks after 1 year	3 weeks after 1 year	2 weeks after 1 year
4 weeks after 5 years	4 weeks after 7 years	3 weeks after 7 years
1 day after each additional 5 years		4 weeks after 14 years

A maximum of ten (10) vacation days may be accumulated for use in the following year which it normally would be taken.

E. **Holidays**: Holidays shall include the following:

July 4 th	Thanksgiving	New Year's Day
Labor Day	Day after Thanksgiving	Memorial Day
	Christmas Day	

Within 30 days of the Board of Education approving the annual school calendar, an additional six (6) holidays will be designated by the Board.

3. PROFESSIONAL DAYS

Each Supervisor is entitled to one (1) professional day per year.

4. INSURANCE COVERAGE

The Board shall provide insurance coverage for all full-time employees and those working over 25 hours per week and their families in accordance with the district health benefits packages and payment schedules.

5. UNIFORMS AND RAIN GEAR

Each Supervisor shall be entitled to three (3) uniforms upon initial employment and two replacements each year, plus one pair of safety shoes per year, and one coverall per year (as needed).

Rain gear shall be provided for each supervisor.

6. OVERTIME COMPENSATION

Overtime compensation shall be time and one-half after 40 hours and double-time for Sunday (if this is in addition to the Supervisor's regular schedule). A week is defined as beginning on Monday and ending on Saturday. All overtime must be approved by the appropriate building administrator or district supervisor and the Superintendent of Schools.

Supervisors working on the following holidays shall earn triple pay: Easter, Christmas, July 4th, New Year's Day and Thanksgiving Day.

Commencement of triple-time pay on Christmas Eve and New Year's Eve shall be for work commencing after noontime, from the beginning of work assigned by the Superintendent of Schools.

7. MILEAGE ALLOWANCE

Mileage allowance for use of personal trucks in transporting school supplies and equipment will be reimbursed at a rate of \$.49 per mile. Load size must warrant use of a truck to receive the higher rate. All mileage must be approved in advance by either a Central Office Administrator or the Building Principal involved. Other mileage will be reimbursed at the current IRS rate for use of a personal vehicle.

8. PROFESSIONAL TRAINING

Each Supervisor shall be entitled to \$250 maximum per year to attend professional courses in the area of building supervision, subject to prior approval by the Superintendent of Schools.

9. PROFESSIONAL ORGANIZATIONS

Payment shall be made for county, state and national association dues other than NJEA affiliated.

10. FIRST-AID INSTRUCTION

First-aid instruction may be provided if appropriate to attain or maintain a level of proficiency desired by the Board of Education for up to four (4) hours, per Supervisor, per year, to be held during the workday.

11. SAVINGS CLAUSE

If, during the course of this contract, it is found that a specific clause of the contract is illegal under Federal or State law, the remainder of the contract not affected by such a ruling shall remain in force.

John Ort
WT Building Supervisors

Date

K. William Roehrich, President
Board of Education

Date