

**ABSECON BOARD OF EDUCATION**  
**CONTRACT WITH**  
**ABSECON ADMINISTRATORS ASSOCIATION**  
**2018 THROUGH 2021**

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 **2018-2019, 2019-2020, 2020-2021** 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.

**1. WORK SCHEDULE**

- a. The work day for the AAA is 7:45 a.m. to 4:15 p.m including lunch.
- 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:
  - 2018-2019: school year - \$4500
  - 2019-2020: school year - \$4500
  - 2021-2020: school year - \$4500
- c. Members of the AAA shall be entitled to attend one national conference with approval Superintendent
- d. 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:
  - 2018-2019 school year - \$10,500
  - 2019-2020 school year - \$10,500
  - 2020-2021 school year - \$10,500

**3. VACATION**

- a. Members of the AAA shall be entitled to vacation, approved by the Superintendent, as follows:

Year 1	10 days
Year 2, 3, 4	15 days

Years 5+

17 days

- b. Administrators are permitted to carry five (5) days of their vacation allotment to the following year with the prior approval of the Superintendent.
- c. Administrators who in the opinion of the Superintendent, are unable to utilize their vacation time due to the demands of their position, may be paid their per diem rate for each day of vacation not taken, at the discretion of the Superintendent and not to exceed three (3) vacation days. Payment shall be made by August 31st.
- d. Any member of the AAA who begins employment after July 1 shall receive a prorated number of vacation days based on ten (10) vacation days in Year 1. The member will receive fifteen (15) vacation days for Year 2, 3, and 4 on July 1 subsequent to the hiring date.

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 one hundred fifty (\$150.00) dollars per day for all unused sick leave day up to one hundred (100) days at said rate up to a maximum of \$15,000.00.  
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, three (3) 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.
- f. If a member of the AAA should die prior to retirement; has fifteen (15) years continuous service in the Absecon Schools, including any Board approved leave of absence, and is entitled to such payment; then such payment shall be made to the administrator's beneficiary. If the administrator should die after retirement and prior to receiving such payment; then such payment shall be made to the administrator's beneficiary.

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; step-parent and step-children 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 15<sup>th</sup> pay and the other half in the June 15<sup>th</sup> 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 prorated portion of the payment.

7. **SALARY**

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

**2018- 2019 SCHOOL YEAR**

Joe Giardina, Marsh Principal - \$121,685.95  
Kevin Burns, Attales Principal - \$112,000.00  
Lindsay Reed, Dir. Special Services/Curriculum - \$112,000.00

**2019 - 2020 SCHOOL YEAR**

Joe Giardina, Marsh Principal - \$125,944.96  
Kevin Burns, Attales Principal - \$118,818.00  
Lindsay Reed, Dir. Special Services/Curriculum - \$118,818.00

**2020 - 2021 SCHOOL YEAR**

Joe Giardina, Marsh Principal - \$130,038.17  
Kevin Burns, Attales Principal - \$122,679.59  
Lindsay Reed, Dir. Special Services/Curriculum - \$122,679.59

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

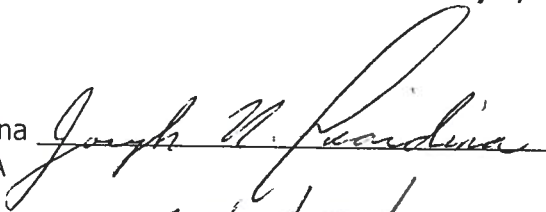
10. **TERMINATION**

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.

11. **DURATION OF AGREEMENT**

This agreement shall be effective as of **July 1, 2018** and continue in effect through **June 30, 2021**.

Joseph Giardina  
President/AAA



Date 6-30-2019

Dr. Thomas Grites  
President/Absecon BOE



Date 6-30-2019