

**EMPLOYMENT CONTRACT**  
**BETWEEN**  
**THE BOARD OF EDUCATION OF**  
**THE TOWNSHIP OF NUTLEY**  
**AND**  
**MARIA CERVASIO**

THIS AGREEMENT, made this 28<sup>th</sup> day of June, 2010, by and between The Board of Education of the Township of Nutley, (hereinafter referred to as "Board") with principal offices at 315 Franklin Avenue, Nutley, New Jersey and Maria Cervasio (hereinafter referred to as "Director").

WHEREAS, the Board desires to employ the Director as its Director of the Extended Day Program for a one (1) year period, commencing on July 1, 2010 and ending on June 30, 2011; and

WHEREAS, the Director desires to be so employed; and

NOW, THEREFORE, in consideration of the following mutual promises and obligations, the parties agree as follows:

1. **TERM.** The Board hereby agrees to employ and the Director hereby agrees to accept employment as Director of the Extended Day Program for a one (1) year period, commencing on July 1, 2010 and ending on June 30, 2011.

2. **COMPENSATION.** The Board shall pay the Director a yearly base salary of \$80,000.00 for the 2010-2011 school year.

3. **MEDICAL AND OTHER INSURANCE BENEFITS**

The Board shall provide the Director with health insurance furnished by the existing carrier, which is the Direct Access Plan for family medical and prescriptions offered by

Horizon Blue Cross Blue Shield of New Jersey (Horizon BCBSNJ). The Director shall contribute 1.5% of her base salary to share in the cost of said health insurance.

The Board shall provide at their expense Horizon Blue Cross Blue Shield of New Jersey (Horizon BCBSNJ) Dental family coverage to the Director.

4. **MILEAGE REIMBURSEMENT.** The Director shall be reimbursed for her actual mileage when using her personal vehicle for business purposes in accordance with Board policy, state law, state regulations and applicable OMB Circulars.

5. **SICK LEAVE.**

(a) Sick leave is defined to mean the absence from the Director's post of duty because of personal disability due to illness, injury, other medical/dental reasons, or because the Director has been excluded from school by the school's medical authorities on account of a contagious disease or because of being quarantined for such a disease.

(b) The Director shall be allowed twelve (12) days sick leave annually. Unused sick leave days shall be cumulative in accordance with the provisions of Title 18A, however, unused sick days are non reimbursable by the Board.

6. **PERSONAL DAYS.** The Director shall be entitled to five (5) days' personal leave under the same provisions as all other district employees who are entitled to this benefit. Any unused personal days shall be added to the sick leave of the Director for the following year.

7. **VACATION DAYS.** The Director shall be entitled to an annual vacation of twenty-one (21) workdays per year. The Board encourages the Director to take her full vacation allotted each year, however, if the Director is unable to use her vacation leave in a given year due to business demands, any unused vacation leave may be carried over into the next year only

consistent with *N.J.S.A.* 18A:30-9. All days carried over must be used in the next year or the days not taken will be forfeited.

8. **BEREAVEMENT LEAVE.** The Director shall be eligible for bereavement days under the same provisions as all other district employees who are entitled to this benefit.

9. **WORK YEAR.** The Director will observe a work year pursuant to the calendar for twelve month employees that is adopted annually by the Board.

10. **TERMINATION.** During the term of this agreement either party may terminate, at their sole discretion, this contract by giving sixty (60) days written notice of said termination to the other. Notice from the Director shall be in writing to both the Board President and the Superintendent at the address set forth for the Board in this Employment Contract. If the Director intends to retire she shall provide the Board with 180 days' written notice.

11. **COMPLETE AGREEMENT.** This Employment Contract embodies the entire agreement between the parties hereto and cannot be varied except by written agreement of the undersigned parties.

12. **SAVINGS CLAUSE.** If, during the term of this Employment Contract, it is found that a specific clause of the Employment Contract is illegal under Federal or State law, the remainder of the Employment Contract is not affected by such a ruling and shall remain in full force.

**IN WITNESS WHEREOF,** the parties have set their hands and seals to this Employment Contract effective on the day and year first above written.

**DIRECTOR OF EXTENDED DAY  
PROGRAM**

**NUTLEY BOARD OF EDUCATION**

BY: Maria Cervasio  
MARIA CERVASIO

BY: \_\_\_\_\_  
KENNETH REILLY, President  
Nutley Board of Education

BY: Karen Yeamans  
KAREN YEAMANS, Business  
Administrator/Board Secretary

Date:

Date:

WITNESS:

WITNESS:

Rosemary Heisbach

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