

Lisbon Public Schools

School Nurse 2023 - 2024

This agreement is entered into by and between Theresa Svab, R.N. and the Lisbon Board of Education. Both parties hereby agree as follows:

1. EMPLOYMENT

The Lisbon Board of Education hereby employs Theresa Svab, R.N. as School Nurse for the Lisbon School District.

2. DUTIES

The duties are set forth in the School Nurse's job description.

3. TERM

- (a) This contract shall be in effect from: July 1, 2023 until June 30, 2024, unless sooner terminated by either party in accordance with applicable provisions herein contained.
- (b) The School Nurse shall work the teacher designated work days (185) and an additional 3 days prior to the official start of the school year and 2 days after the official end of the school year. The School Nurse is expected to be on duty a minimum of 15 minutes before and at least 15 minutes after the end of the scheduled student day or longer until the daily job priorities have been achieved. If the administration requires additional work days, per diem compensation will be awarded. A 30 minute duty free lunch shall be provided with the understanding that emergencies may occasionally interrupt lunch.

4. TERMINATION

Termination of this contract may be accomplished by:

- (a) Mutual consent of the parties at any time.
- (b) Written notification to the Board by the School Nurse at least 60 days in advance of the date.
- (c) Just cause – in the event Employee is discharged for “Cause” (defined below), the term of this contract shall terminate immediately upon giving written notice of termination to Employee. In such event, the liability of the Board for the payment of compensation and all other amounts due under any provision hereof shall cease and be terminated as of the date of notice of termination, except for amounts accrued and owed to Employee as of such date. “Cause” shall mean (i) the refusal, neglect or inability of Employee to perform his/her duties and services hereunder, or (ii) Employee's dishonesty or moral turpitude, or (iii) failure to abide by Board policies and procedures, or (iv) conduct which injures the Board's reputation.
- (d) Reduction in staff caused by budgeting constraints.

5. COMPENSATION

The School Nurse's salary for the period commencing July 1, 2023 through June 30, 2024 is set at **\$63,300.71**.

6. FRINGE BENEFITS

- a) The School Nurse shall be entitled to all holidays/school breaks observed by 10 month employees.
- b) The School Nurse shall be entitled to sick leave with full pay up to twelve (12) days in each year. Unused sick leave shall be accumulated to a total of 100 sick leave days.
- c) The School Nurse shall be entitled to six (6) personal days. Two (2) days may be used at the employee's discretion.
- d) The Board shall provide the School Nurse with the fringe benefits in accordance with the Municipal Employees Union contract Article IX, sections I, II, III, IV and V.
- e) The Lisbon Board of Education shall provide up to a \$50,000 life insurance policy, which shall be paid for by the Lisbon Board of Education.
- f) Membership into the Municipal Employees' Retirement System (MERS) with the employee contributions and benefits provided for in accordance with MERS and the Connecticut General Statutes, as amended from time to time.

7. EVALUATION

The Superintendent shall annually conduct an evaluation regarding the School Nurse's performance in accordance with Board of Education procedures.

8. LICENSING / PROFESSIONAL MEETINGS

- (a) The School Nurse must hold a valid Connecticut License as a Registered Nurse. Applicable CEUs or similar professional development must be maintained to ensure licensure.
- (b) Subject to budget appropriations, the School Nurse may attend any educationally or professional related meetings at her own discretion with the Superintendent's direction; the expense of which shall be borne by the Lisbon Board of Education up to a limit of \$350.00 per school year.

9. REIMBURSEMENT FOR EXPENSES


- (a) The School Nurse, with the approval of the Board and upon presentation of vouchers attesting to such expenses, shall be reimbursed for "out of pocket" expenses incurred in the course of carrying out her official duties and responsibilities. Such vouchers shall be presented in the month following that in which the expenses were incurred.
- (b) The School Nurse shall be reimbursed at a rate equivalent to that allowed federal employees using their personal vehicles for official travel when done incidental to carrying out the duties and responsibilities under this contract. Travel to and from work on days when regularly scheduled to be in the office is excluded from this provision. Reimbursement under this provision shall not exceed budgeted amount except as the Board grants advance approval.

10. GENERAL PROVISION

If any part of the agreement is invalid, it shall not affect the remainder of said agreement, but said remainder shall be binding and effective against all parties. This contract contains the entire agreement between the parties. It may not be amended orally, but may be amended only by an agreement in writing signed by both parties.

The School Nurse, with approval of the Superintendent/Designee may undertake consultative work, speaking engagements, writing, lecturing or other professional duties and obligations provided such activities do not interfere with the overall nursing responsibilities.

IN WITNESS WHEREOF, the undersigned have executed this contract the day and year aforesaid.



School Nurse



Superintendent

5/4/23

Date

4/26/23

Date