

BOARD OF EDUCATION

RESOLUTION

APPROVING COLLECTIVE NEGOTIATION AGREEMENTS PURSUANT TO
INVOKING THE DOCTRINE OF NECESSITY

WHEREAS, the School Ethics Act (N.J.S.A. 18A:12-21 et seq.) was enacted by the New Jersey State Legislature to ensure and preserve public confidence in school board members and school administrators and to provide specific ethical standards to guide their conduct; and

WHEREAS, the School Ethics Commission has provided guidance in Public Advisory Opinion A03-98, regarding how a Board should invoke the Doctrine of Necessity when a quorum of a board of education has conflicts of interest on a matter required to be voted upon; and

WHEREAS, the opinion set forth that, when it is necessary for a Board to invoke the Doctrine of Necessity, the Board should state publicly that it is doing so, the reason that such action is necessary and the specific nature of the conflicts of interest; and

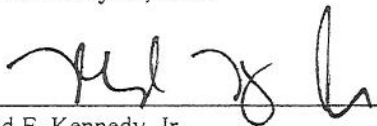
WHEREAS, in keeping with the Legislative purpose as set forth in N.J.S.A.18A:12-22(a), the School Ethics Commission views public disclosure of conflicts of interest to be paramount when it is necessary to invoke the Doctrine of Necessity; and

WHEREAS the Elizabeth Board of Education adopted a resolution invoking the Doctrine of Necessity at its regular meeting on June 16, 2016 for the reason of approving a Collective Negotiations Agreements between the Elizabeth Education Association and the Board of Education and the Elizabeth Administrators and Supervisory Council and the Board of Education and that it must do so because of the conflicts of interest for six of nine board members who have conflicts due to their familial and business interests; and

WHEREAS the Elizabeth Board of Education read the resolution at its regularly scheduled June 16, 2016 public meeting, and posted public notices for 30 days and provided the School Ethics Commission with a copy of the resolution as required by the Decision of the School Ethics Commission.

NOW, THEREFORE, BE IT RESOLVED, that the Elizabeth Board of Education hereby approves and ratifies the Memorandum of Agreement by and between the Elizabeth Education Association and the Elizabeth Board of Education, and the Memorandum of Agreement by and between the Elizabeth Administration and Supervisory Council and the Elizabeth Board of Education.

TRUE COPY APPROVED AND ADOPTED AT
THE ELIZABETH BOARD OF EDUCATION MEETING
HELD ON July 21, 2016



Harold E. Kennedy, Jr.
School Business Administrator/Board Secretary

MEMORANDUM OF AGREEMENT

between the

ELIZABETH EDUCATION ASSOCIATION

and the

ELIZABETH BOARD OF EDUCATION

This Memorandum of Agreement incorporates the full, final and complete Agreement between the **Elizabeth Education Association ("Association")** and the **Elizabeth Board of Education ("Board")** through their respective representatives, and incorporates the terms set forth below which shall commence on **July 1, 2015** and shall conclude on **June 30, 2016**. The parties acknowledge that this Agreement shall modify certain Articles and provisions of the parties' existing Collective Bargaining Agreement ("CBA"), which expired on June 30, 2015.

The parties agree that they shall submit the within agreement for a ratification vote on or before July 30th, 2016. As such this agreement is subject to and conditioned upon ratification by the membership of the Association and the Board.

The negotiating committees of the Board the Association understand and agree that there shall be no changes in the existing terms and conditions of employment between the parties unless specified below:

I. ARTICLE XII SALARIES

The parties agree to adjust that the salary guides to reflect the following retroactive salary increases:

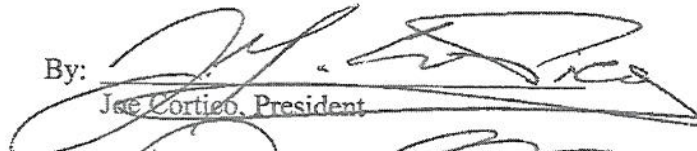
\$ 4,976,082.48 of "New Money" representing 2% increases of existing salaries reflected on the annexed scattergram. The distribution of "New Money" shall be accomplished at the Association's sole discretion.


II. Article XI Duration of Agreement

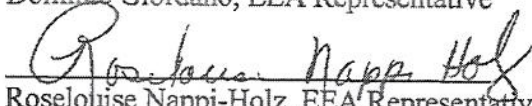
This Agreement shall be effective for the period commencing July 1, 2015 and shall continue in effect until June 30, 2016.

Agreed and Acknowledged:

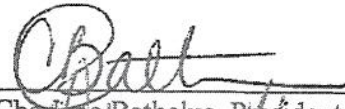
ELIZABETH EDUCATION ASSOCIATION

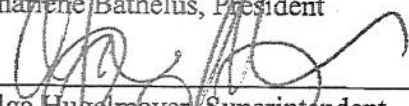
By:  Dated: June 7, 2016
Joe Cortico, President

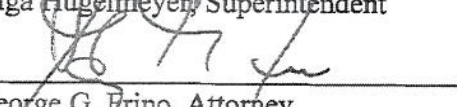
 Dated: June 7, 2016
Dominic Giordano, EEA Representative

 Dated: June 7, 2016
Roselouise Nappi-Holz, EEA Representative

ELIZABETH BOARD OF EDUCATION

By:  Dated: June 8, 2016
Charlene Bathelus, President

 Dated: June 8, 2016
Olga Hugelmeier, Superintendent

 Dated: June 7, 2016
George G. Brino, Attorney

Summary- Elizabeth EA

	Their Number Base Year							
	14-15	15-16						
Teachers	170,352,364	172,925,297	\$	3,406,073	2241			
Counselors	6,702,488	6,932,787	\$	134,050	72			
Psychologists	14,319,907	14,849,644	\$	286,398	152			
Industrial Arts	577,959	588,459	\$	11,559	7			
Miscellaneous	1,930,975	1,969,595	\$	38,620	30			
WCB Class Assistants	12,049,570	12,334,270	\$	240,991	280			
Cook Manager	1,148,834	1,195,622	\$	22,977	36			
Care MGR	2,037,708	2,202,386	\$	40,447	144			
Food Service	906,451	998,931	\$	18,129	165			
Food Service	-	-	\$	-	0			
Charter School Driver	15,656,926	16,013,282	\$	313,139	261			
Bus Attendant	85,116	87,916	\$	1,702	4			
Secretaries	7,872,474	8,146,334	\$	157,449	150			
Lab Aget & AV Tech	127,278	134,207	\$	2,546	4			
Security	5,759,692	5,932,103	\$	115,194	150			
Parent Lessons & Non Cert Atted Off	98,424	100,424	\$	1,968	4			
Computer Data Entry	176,184	179,784	\$	3,524	3			
Network Tech Sys Analyst	1,174,664	1,198,804	\$	23,493	18			
Teach Assits	385,248	396,902	\$	7,705	4			
CDA	7,344,396	7,489,352	\$	146,888	190			
Classroom Assits	97,466	103,965	\$	1,949	4			
Total	248,804,124	253,780,063	\$					
		Total Cost To BOE	\$		Total #			
			\$	4,975,939	3919			
		2% Target	\$	4,976,082.48				
	To spend		\$	143.03				