

MEMORANDUM OF AGREEMENT
between
Atlantic County Institute of Technology Board of Education
and
Atlantic County Vocational Technical Education Association

It is on this ____ day of December, 2010, that the negotiating committees for both parties have agreed recommend the following terms to the Board of Education and the membership of the ACTVEA the following terms and conditions of employment as their successor collective bargaining agreement for the period July 1, 2009, through June 30, 2010 for ratification. The terms of this agreement will apply to all unit members of the ACTVEA who were employed any time during the period of July 1, 2009, through June 30, 2010.

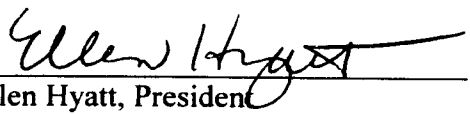
That all terms and conditions of employment as currently embodied in the parties' July 1, 2006, through, June 30, 2009, collective bargaining agreement shall remain the same except as herein provided otherwise;

ARTICLE XXII

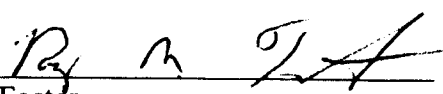
SALARY

A. The salaries of all ACTVEA members employed during the 2009-2010 school year and covered by this agreement are set forth in the schedules which are attached hereto and made a part of the negotiated agreement. The salaries will reflect a 4% increase for the aforementioned members inclusive of step for 2009-2010.

Atlantic County Institute
of Technology Board of
Education




Ellen Hyatt, President
ACIT Board of Education 12/23/10




Roy Foster
ACIT Board of Education

The Undersigned Negotiation Committee Members agree by authorizing this Memorandum that they will recommend to their constituents to ratify the above agreement

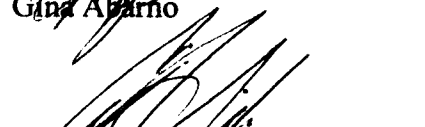
Atlantic County Vocational
Teachers Education Association
Negotiation Committee Members



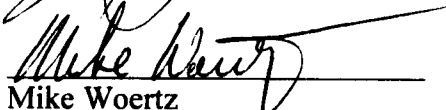
Rosemary McDonnell



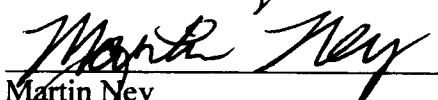
Gina Albano



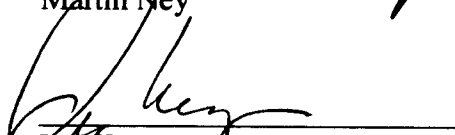
Curtis Silver



Mike Woertz



Martin Ney



Les Keeper

BASE YEAR
2008-09 Support

Salary Guide

| Step | SA 12 | SB 10 | SC 12 | SD 12 | SE 10 |
|------|--------|--------|--------|--------|--------|
| 1 | 28,208 | 26,891 | 46,461 | 30,893 | 22,500 |
| 2 | 28,407 | 27,091 | 46,661 | 31,093 | 22,700 |
| 3 | 28,608 | 27,291 | 46,861 | 31,293 | 22,900 |
| 4 | 28,808 | 27,491 | 47,061 | 31,493 | 23,322 |
| 5 | 29,008 | 27,691 | 47,261 | 31,693 | 23,744 |
| 6 | 30,641 | 28,292 | 47,983 | 33,248 | 24,944 |
| 7 | 32,273 | 28,893 | 48,704 | 34,802 | 25,444 |
| 8 | 33,906 | 29,494 | 51,812 | 36,357 | 26,644 |
| 9 | 35,537 | 30,095 | 54,922 | 37,910 | 27,844 |
| 10 | 37,649 | 31,363 | 58,913 | 39,948 | 29,044 |

Staff

| Step | SA 12 | SB 10 | SC 12 | SD 12 | SE 10 | Total | Percent |
|----------------|--------|--------|-------|--------|-------|-------|---------|
| 1 | 1 | | | | | 1 | 3.33% |
| 2 | 1 | | | 1 | 1 | 3 | 10.00% |
| 3 | 1 | | | | | 1 | 3.33% |
| 4 | 1 | | | | | 1 | 3.33% |
| 5 | 3 | | | 1 | | 4 | 13.33% |
| 6 | | | | | | - | - |
| 7 | 1 | | | | | 1 | 3.33% |
| 8 | | | | 2 | | 2 | 6.67% |
| 9 | | | | 1 | | 1 | 3.33% |
| 10 | 7 | 4 | 2 | 3 | | 16 | 53.33% |
| Totals | 15 | 4 | 2 | 8 | 1 | 30 | 100.00% |
| Percent | 50.00% | 13.33% | 6.67% | 26.67% | 3.33% | | |

BASE YEAR
2008-09 Support

| Guide Cost Step | SA 12 | SB 10 | SC 12 | SD 12 | SE 10 |
|--------------------|---------|---------|---------|----------------|-----------|
| 1 | 28,208 | - | - | - | - |
| 2 | 28,407 | - | - | 31,093 | 22,700 |
| 3 | 28,608 | - | - | - | - |
| 4 | 28,808 | - | - | - | - |
| 5 | 87,024 | - | - | 31,693 | - |
| 6 | - | - | - | - | - |
| 7 | 32,273 | - | - | - | - |
| 8 | - | - | - | 72,714 | - |
| 9 | - | - | - | 37,910 | - |
| 10 | 263,543 | 125,452 | 117,826 | 119,844 | - |
| | | | | Total | 1,056,103 |
| | | | | Average | 35,203 |
| | | | | 1% | 10,561 |

YEAR 1**2009-10 Support****1.0260**
4.00%**Salary Guide**

| Step | SA 12 | SB 10 | SC 12 | SD 12 | SE 10 |
|-------------|--------------|--------------|--------------|--------------|--------------|
| 1 | 28,941 | 27,590 | 47,669 | 31,696 | 23,085 |
| 2 | 29,146 | 27,795 | 47,874 | 31,901 | 23,290 |
| 3 | 29,352 | 28,001 | 48,079 | 32,107 | 23,495 |
| 4 | 29,557 | 28,206 | 48,285 | 32,312 | 23,928 |
| 5 | 29,762 | 28,411 | 48,490 | 32,517 | 24,361 |
| 6 | 31,438 | 29,028 | 49,231 | 34,112 | 25,593 |
| 7 | 33,112 | 29,644 | 49,970 | 35,707 | 26,106 |
| 8 | 34,788 | 30,261 | 53,159 | 37,302 | 27,337 |
| 9 | 36,461 | 30,877 | 56,350 | 38,896 | 28,568 |
| 10 | 38,628 | 32,178 | 60,445 | 40,987 | 29,799 |

Staff

| Step | SA 12 | SB 10 | SC 12 | SD 12 | SE 10 | Total | Percent |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|----------------|
| 1 | | | | | | - | - |
| 2 | 1 | - | - | - | - | 1 | 3.33% |
| 3 | 1 | - | - | 1 | 1 | 3 | 10.00% |
| 4 | 1 | - | - | - | - | 1 | 3.33% |
| 5 | 1 | - | - | - | - | 1 | 3.33% |
| 6 | 3 | - | - | 1 | - | 4 | 13.33% |
| 7 | - | - | - | - | - | - | - |
| 8 | 1 | - | - | - | - | 1 | 3.33% |
| 9 | - | - | - | 2 | - | 2 | 6.67% |
| 10 | 7 | 4 | 2 | 4 | - | 17 | 56.67% |
| Totals | 15 | 4 | 2 | 8 | 1 | 30 | 100.00% |
| Percent | 50.00% | 13.33% | 6.67% | 26.67% | 3.33% | | |

YEAR 1

2009-10

Support

1.0260

Guide Cost

Step

SA 12

SB 10

SC 12

SD 12

SE 10

| | | | | | |
|----|---------|---------|---------|-------------------|-----------|
| 1 | - | - | - | - | - |
| 2 | 29,146 | - | - | - | - |
| 3 | 29,352 | - | - | 32,107 | 23,495 |
| 4 | 29,557 | - | - | - | - |
| 5 | 29,762 | - | - | - | - |
| 6 | 94,313 | - | - | 34,112 | - |
| 7 | - | - | - | - | - |
| 8 | 34,788 | - | - | - | - |
| 9 | - | - | - | 77,791 | - |
| 10 | 270,395 | 128,714 | 120,889 | 163,947 | - |
| | | | | Total | 1,098,368 |
| | | | | 2008-09 | 1,056,103 |
| | | | | Difference | 42,265 |
| | | | | % Increase | 4.00% |

BASE YEAR
2008-09 At Voc

Salary Guide

| Step | CERT | C+100 | BA | BA+15 | MA | MA+15 | MA+30 | exp |
|------|--------|--------|--------|--------|--------|--------|--------|-----|
| 1 | 42,756 | 43,408 | 44,060 | 44,887 | 45,652 | 46,386 | 47,204 | 1 |
| 2 | 42,956 | 43,608 | 44,260 | 45,087 | 45,852 | 46,586 | 47,404 | 2 |
| 3 | 43,156 | 43,808 | 44,460 | 45,287 | 46,052 | 46,786 | 47,604 | 3 |
| 4 | 43,356 | 44,008 | 44,660 | 45,487 | 46,252 | 46,986 | 47,804 | 4 |
| 5 | 43,556 | 44,208 | 44,860 | 45,687 | 46,452 | 47,186 | 48,004 | 5-8 |
| 6 | 44,175 | 44,827 | 45,479 | 46,306 | 47,071 | 47,805 | 48,623 | 9 |
| 7 | 45,895 | 46,547 | 47,199 | 48,026 | 48,791 | 49,525 | 50,343 | 10 |
| 8 | 46,555 | 47,207 | 47,859 | 48,686 | 49,451 | 50,185 | 51,003 | 11 |
| 9 | 50,255 | 50,907 | 51,559 | 52,386 | 53,151 | 53,885 | 54,703 | 12 |
| 10 | 54,357 | 55,009 | 55,661 | 56,488 | 57,253 | 57,987 | 58,805 | 13 |
| 11 | 60,161 | 60,813 | 61,465 | 62,292 | 63,057 | 63,791 | 64,609 | 14 |
| 12 | 68,830 | 69,482 | 70,134 | 70,961 | 71,726 | 72,460 | 73,278 | 15 |

| Staff Step | B CERT | C+100 C+100 | D BA | E BA+15 | F MA | G MA+15 | H MA+30 | Total | Percent |
|----------------|---------------|--------------|---------------|--------------|---------------|--------------|--------------|---------------|----------------|
| 1 | | | 7.000 | | | 1.000 | | 8.000 | 11.33% |
| 2 | | | 2.000 | | | | | 2.000 | 2.83% |
| 3 | | | 3.000 | | | | | 3.000 | 4.25% |
| 4 | | | 2.000 | | 1.000 | | | 3.000 | 4.25% |
| 5 | | | 6.000 | 1.000 | 3.000 | | | 10.000 | 14.16% |
| 6 | | | - | 2.000 | | | | 2.000 | 2.83% |
| 7 | | | - | | 1.000 | | | 1.000 | 1.42% |
| 8 | | | 4.400 | 1.000 | 1.000 | | 2.000 | 8.400 | 11.90% |
| 9 | | | 3.000 | | 2.000 | | | 5.000 | 7.08% |
| 10 | | | 3.500 | | 1.200 | | 1.000 | 5.700 | 8.07% |
| 11 | 1.000 | 1.000 | | 1.000 | | | 1.000 | 4.000 | 5.67% |
| 12 | 8.500 | 1.000 | 2.000 | 1.000 | 4.000 | 2.000 | | 18.500 | 26.20% |
| Totals | 9.500 | 2.000 | 32.900 | 6.000 | 13.200 | 3.000 | 4.000 | 70.600 | 100.00% |
| Percent | 13.46% | 2.83% | 46.60% | 8.50% | 18.70% | 4.25% | 5.67% | | |

BASE YEAR
2008-09 At Voc

| Guide Cost | | | | | | | |
|------------|---------|--------|---------|--------|---------|----------------|------------------|
| Step | CERT | C+100 | BA | BA+15 | MA | MA+15 | MA+30 |
| 1 | - | - | 308,420 | - | - | 46,386 | - |
| 2 | - | - | 88,520 | - | - | - | - |
| 3 | - | - | 133,380 | - | - | - | - |
| 4 | - | - | 89,320 | - | 46,252 | - | - |
| 5 | - | - | 269,160 | 45,687 | 139,356 | - | - |
| 6 | - | - | - | 92,612 | - | - | - |
| 7 | - | - | - | - | 48,791 | - | - |
| 8 | - | - | 210,580 | 48,686 | 49,451 | - | 102,006 |
| 9 | - | - | 154,677 | - | 106,302 | - | - |
| 10 | - | - | 194,814 | - | 68,704 | - | 58,805 |
| 11 | 60,161 | 60,813 | - | 62,292 | - | - | 64,609 |
| 12 | 585,055 | 69,482 | 140,268 | 70,961 | 286,904 | 144,920 | - |
| | | | | | | Total | 3,847,373 |
| | | | | | | Average | 54,495 |
| | | | | | | 1% | 38,474 |

YEAR 1
2009-10 At Voc

Salary Guide

| Step | CERT | C+100 | BA | BA+15 | MA | MA+15 | MA+30 | |
|------|--------|--------|--------|--------|--------|--------|--------|--------------|
| 1 | 42,756 | 43,408 | 44,060 | 44,887 | 45,652 | 46,386 | 47,204 | |
| 2 | 42,956 | 43,608 | 44,260 | 45,087 | 45,852 | 46,586 | 47,404 | |
| 3 | 43,156 | 43,808 | 44,460 | 45,287 | 46,052 | 46,786 | 47,604 | |
| 4 | 43,356 | 44,008 | 44,660 | 45,487 | 46,252 | 46,986 | 47,804 | |
| 5 | 43,556 | 44,208 | 44,860 | 45,687 | 46,452 | 47,186 | 48,004 | |
| 6 | 44,175 | 44,827 | 45,479 | 46,306 | 47,071 | 47,805 | 48,623 | |
| 7 | 45,895 | 46,547 | 47,199 | 48,026 | 48,791 | 49,525 | 50,343 | |
| 8 | 46,555 | 47,207 | 47,859 | 48,686 | 49,451 | 50,185 | 51,003 | |
| 9 | 50,255 | 50,907 | 51,559 | 52,386 | 53,151 | 53,885 | 54,703 | |
| 10 | 54,357 | 55,009 | 55,661 | 56,488 | 57,253 | 57,987 | 58,805 | |
| 11 | 60,161 | 60,813 | 61,465 | 62,292 | 63,057 | 63,791 | 64,609 | |
| 12 | 69,770 | 70,422 | 71,074 | 71,901 | 72,666 | 73,400 | 74,218 | 940 4.00% |

Staff

| Step | CERT | C+100 | BA | BA+15 | MA | MA+15 | MA+30 | Total | Percent |
|----------------|--------|-------|--------|-------|--------|-------|-------|-------|---------|
| 1 | - | - | - | - | - | - | - | - | - |
| 2 | - | - | 7.00 | - | - | 1.00 | - | 8.00 | 11.33% |
| 3 | - | - | 2.00 | - | - | - | - | 2.00 | 2.83% |
| 4 | - | - | 3.00 | - | - | - | - | 3.00 | 4.25% |
| 5 | - | - | 2.00 | - | 1.00 | - | - | 3.00 | 4.25% |
| 6 | - | - | 6.00 | 1.00 | 3.00 | - | - | 10.00 | 14.16% |
| 7 | - | - | - | 2.00 | - | - | - | 2.00 | 2.83% |
| 8 | - | - | - | - | 1.00 | - | - | 1.00 | 1.42% |
| 9 | - | - | 4.40 | 1.00 | 1.00 | - | 2.00 | 8.40 | 11.90% |
| 10 | - | - | 3.00 | - | 2.00 | - | - | 5.00 | 7.08% |
| 11 | - | - | 3.50 | - | 1.20 | - | 1.00 | 5.70 | 8.07% |
| 12 | 9.50 | 2.00 | 2.00 | 2.00 | 4.00 | 2.00 | 1.00 | 22.50 | 31.87% |
| Totals | 9.50 | 2.00 | 32.90 | 6.00 | 13.20 | 3.00 | 4.00 | 70.60 | 100.00% |
| Percent | 13.46% | 2.83% | 46.60% | 8.50% | 18.70% | 4.25% | 5.67% | | |

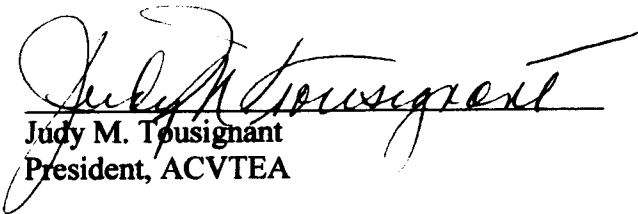
YEAR 1
2009-10 At Voc

| Guide Cost | | | | | | | | |
|-------------------|-------------|--------------|-----------|--------------|-----------|-------------------|------------------|--|
| Step | CERT | C+100 | BA | BA+15 | MA | MA+15 | MA+30 | |
| 1 | - | - | - | - | - | - | - | |
| 2 | - | - | 309,820 | - | - | 46,586 | - | |
| 3 | - | - | 88,920 | - | - | - | - | |
| 4 | - | - | 133,980 | - | - | - | - | |
| 5 | - | - | 89,720 | - | 46,452 | - | - | |
| 6 | - | - | 272,874 | 46,306 | 141,213 | - | - | |
| 7 | - | - | - | 96,052 | - | - | - | |
| 8 | - | - | - | - | 49,451 | - | - | |
| 9 | - | - | 226,860 | 52,386 | 53,151 | - | 109,406 | |
| 10 | - | - | 166,983 | - | 114,506 | - | - | |
| 11 | - | - | 215,128 | - | 75,668 | - | 64,609 | |
| 12 | 662,815 | 140,844 | 142,148 | 143,802 | 290,664 | 146,800 | 74,218 | |
| | | | | | | Total | 4,001,362 | |
| | | | | | | 2008-09 | 3,847,373 | |
| | | | | | | Difference | 153,989 | |
| | | | | | | % Increase | 4.00% | |


Dear Dr. Guenther:

Please be advised that the Memorandum of Agreement between the Board of Education and the ACVTEA has been ratified on this day, Tuesday, January 11, 2011.

Thank you.



Judy M. Tousignant
President, ACVTEA



Gina Abarno-Johnson
ACVTEA Negotiations Chairperson