

**THE BOARD OF EDUCATION OF THE TOWNSHIP OF SPRINGFIELD  
IN THE COUNTY OF UNION**

**AND**

**SPRINGFIELD SUPERVISORS ASSOCIATION**

**MEMORANDUM OF AGREEMENT FOR  
SUCCESSOR COLLECTIVE BARGAINING AGREEMENT THROUGH JUNE 30, 2013**

**THIS MEMORANDUM OF AGREEMENT** made this 31st day of May 2011 between **THE BOARD OF EDUCATION OF THE TOWNSHIP OF SPRINGFIELD IN THE COUNTY OF UNION** (hereinafter called the "Board") and the **SPRINGFIELD SUPERVISORS ASSOCIATION** (hereinafter called the "Association").

**WHEREAS**, the Board and the Association are parties to a collective bargaining agreement (the "Current Agreement") which covers certain employees and which is scheduled to be terminated on June 30, 2011; and

**WHEREAS**, the parties have engaged in negotiations to settle upon a successor agreement to the Current Agreement to become effective after termination of the Current Agreement; and

**WHEREAS**, representatives of the parties have reached an agreement concerning contract terms and conditions to run through June 30, 2013, and desire that this Memorandum of Agreement memorialize the successor agreement (the "Successor Agreement"), subject to ratification by both parties' membership; and

**WHEREAS**, the parties desire to implement the Successor Agreement without undue delay.

**NOW THEREFORE BE IT RESOLVED** as follows:

1. The terms and conditions of the Current Agreement shall be incorporated herein as if set forth at full length, except as superseded and amended by this Memorandum of Agreement.
2. The term of the Successor Agreement shall run from July 1, 2011 through June 30, 2013.
3. All employees covered under the Successor Agreement shall receive a 2% increase in annual salary in each of the 2011-2012 and 2012-2013 school years. All stipends and other compensation shall remain at 2010-2011 school year levels.
4. All employees covered under the Successor Agreement shall contribute 1.5% of their annual salary toward their health and fringe benefits. This 1.5% contribution requirement shall supersede the provisions of Article 7 of the Current Agreement relating to employee contributions to health and fringe benefits. The Traditional Health Program shall no longer be available.

IN WITNESS WHEREOF, representatives of the Board and the Association have hereunto set their hands on the day and year first written above:

**SPRINGFIELD TOWNSHIP BOARD OF EDUCATION**

By:     *Jacqueline P. Shanes*      
Jacqueline P. Shanes, Chair of Negotiations Committee

Witness:     *[Signature]*    

**SPRINGFIELD SUPERVISORS ASSOCIATION**

By:     *Thomas Gula*      
Thomas Gula

By:     *Ronald Slate*      
Ronald Slate

Witness: \_\_\_\_\_