

**MEMORANDUM OF AGREEMENT  
BETWEEN THE  
MILLBURN TOWNSHIP BOARD OF EDUCATION (Board)  
and the  
MILLBURN TOWNSHIP EDUCATION ASSOCIATION –  
Certificated Unit (Association)  
for Successor Contracts to the Current Contract  
Between the Board and the Association  
For the Period of July 1, 2017 to June 30, 2018  
and  
For the Period July 1, 2018 to June 30, 2021**

**THIS MEMORANDUM OF AGREEMENT** is made this 27 day of August, 2018,  
by and between the negotiating teams representing the Board and the Association.

**WHEREAS**, the parties have been engaged in negotiations in good faith in an effort to arrive at a successor agreement to a contract which expired on June 30, 2017; and

**WHEREAS**, the parties have arrived at a Memorandum of Agreement which each will present to their respective constituents, along with their recommendations for acceptance and ratification.

**NOW, THEREFORE**, in consideration of the mutual covenants contained herein, the parties stipulate as to the following:

1. The provisions of this Memorandum are subject to and contingent upon ratification by the parties represented by the signatories herein to two contracts, for the periods July 1, 2017 to June 30, 2018 and July 1, 2018 to June 30, 2021 and to the execution of more formal contracts.
2. The Contracts shall cover the periods of July 1, 2017 to June 30, 2018 and July 1, 2018 to June 30, 2021.
3. All portions of the most recently expired contract and not modified by the terms of this Memorandum shall continue to be of full force and effect and be carried forward and incorporated into the July 1, 2017 to June 30, 2018 and July 1, 2018 to June 30, 2021 Contracts.

4. A duplicate of this Memorandum has been furnished to and been received by representatives of the parties herein.

5. Unless otherwise noted, all dates involving the duration in the Contracts shall be conformed to the durations of the July 1, 2017 to June 30, 2018 and July 1, 2018 to June 30, 2021 Contracts.

6. Tentative Agreements all shall be incorporated into the July 1, 2017 to June 30, 2018 and July 1, 2018 to June 30, 2021 Contracts.

7. The parties agree as follows:

### INSURANCE PROTECTION

p. 25

Beginning March 1, 2019, Aetna Open Access 15 shall become the base plan. Employee payments shall be adjusted as of March 1, 2019.

Chapter 78 payments towards medical and dental premiums for 2017-2018 shall not be based upon retroactive salary adjustments for 2017-2018.

There shall be no retroactive collection of Chapter 78 payments for medical or dental premiums for the 2017-2018 contract year.

The premium for Dental shall not be included in the formula for contributions to health insurance for the term of the contract. (This shall be included in the Memorandum of Agreement only).

The cost of dental premiums shall not be included in the calculation of employees' Chapter 78 payments until July 1, 2021. Regardless of the status of negotiations for a successor agreement as of July 1, 2021, employees shall begin making payments towards dental premiums on ~~May~~ <sup>July</sup> 1, 2021.

The Association and the Board will meet with representatives from the District's insurance broker, Brown & Brown and representatives from NJEA's Research division. The meeting will be to review all the differences between the base plans. The meeting shall take place prior to the Association's general membership meeting held to review the Memorandum of Agreement.

**SALARY GUIDES**

**Salary guides, p. 41 – p. 48**

Salary adjustments may result in a modification of current salary guides, columns, scales, and steps, including the deletion and/or addition of columns, steps, and scales. Salary distribution and salary guide construction shall be mutually agreed upon by the Association and the Board.

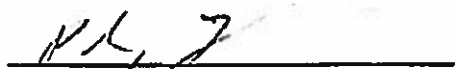
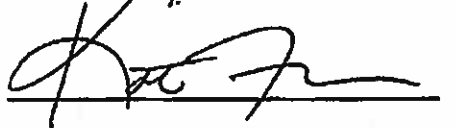
All other stipends, rates, longevity amounts, and remuneration items not changed in the Memorandum of Agreement or a Tentative Agreement shall remain unchanged for the successor agreement.

Salary adjustments in accordance with the 2018-2019 salary guide shall be made within thirty (30) days of ratification by both parties. Retroactive salary payments for the 2017-2018 contract year and for September and October of the 2018-2019 contract year shall be made within sixty (60) days of ratification by both parties.

Salary increases for all titles covered by this Agreement, inclusive of the cost of increment, shall be as follows:

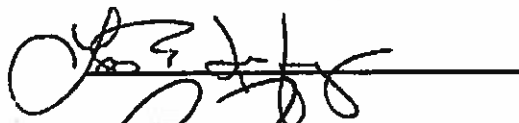
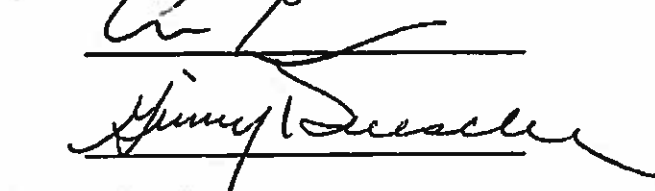
2017 – 2018	2.25%
2018 – 2019	2.80%
2019 – 2020	2.70%
2020 – 2021	2.50%

**On Behalf of the Board:**

  
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\_\_\_\_\_

Date: 8/27/18

**On Behalf of the Association:**

  
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Date: 8/27/18