

July 18, 2008

MEMORANDUM OF AGREEMENT

Between the

Willingboro Township Board of Education

And the

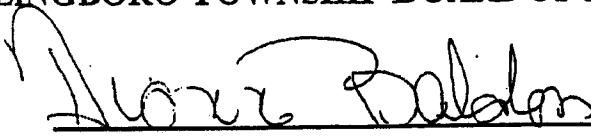
Willingboro Education Administrator's Association:

1. This Agreement is between the Willingboro Township Board of Education (hereafter referred to as the "Board of Education") and the Willingboro Education Administrators' Association (hereafter referred to as the "WEAA").
2. The effective dates for this Agreement are July 1, 2007 through June 30, 2010. This agreement shall continue all provisions of the 2004 - 2007 WEAA Collective Bargaining Agreement, except as modified herein; therefore, all current and previous Appendices and/or Schedules for the WEAA are considered not to reflect the minimum salaries of the membership. Accordingly, the development of a mutually agreed upon, mutually beneficial Appendix, reflecting Minimum Base Salaries and current WEAA positions, is proposed. The development of said Appendix will occur during the first half of the 2008 / 2009 school year through collaboration with the Board of Education.
3. This Agreement shall alter Paragraph a of Article V - Vacation, of the previous Collective Bargaining Agreement, to allow WEAA members to take vacation at any time during the school year, but only with the approval of the Superintendent, or any such person officially acting in the capacity of Chief School Administrator, and the individual requesting same. Additionally, WEAA members are not permitted to take, or be on, vacation 2 weeks prior to the first day of a new school year.
4. For the purposes of promoting Professional Development and Career Advancement, this Agreement shall establish tuition reimbursement at the College of New Jersey rate. Tuition reimbursement will be divided equally among all approved unit members on a per course or per credit rate, but in no case shall exceed the actual tuition cost. The total amount of tuition reimbursement available 2008/2009 school year shall not exceed \$15,000. For 2009/2010 school year it shall not exceed \$17,500.
5. Effective for the 2009/2010 school year a pre-established amount shall be set aside in each budget, henceforth, as Professional Development, exclusively for the utilization of WEAA members. Further, this Agreement shall establish that the Board of Education and the Chief School Administrator ensure annual mandatory and discretionary Professional Development opportunities, with mutual agreement between the Chief School Administrator and the affected WEAA unit member.


6. Effective July 1, 2009, this Agreement shall establish the position of the Athletic Director as a twelve (12) month position. The Athletic Director will receive vacation leave in accordance with Paragraph a of Article V - Vacation, of the 2007 - 2010 Collective Bargaining Agreement. The Athletic Director's salary shall be increased, by a mutually agreed upon amount, for the one-month addition to the length of the work year.
7. As per this Agreement, the Board of Education will provide salary adjustments for the District Director of Guidance and Memorial Upper Elementary School Principal in the amount of \$5,000, respectively. The Board of Education will add the agreed upon increase to each person's base salary prior to the addition of the 2007 - 2008 salary increment.
8. This Agreement shall direct the Superintendent, Interim Superintendent, or any such person officially acting in the capacity of Chief School Administrator to review, clarify, delineate and otherwise correct all current Supervisor's positions, job descriptions, and salaries during the first half of the 2008 / 2009 school year. During this review, the Chief School Administrator shall correct any inequities and shall put forth a consistent, equitable, logical and educationally effective structure and policy to the Willingboro Township Board of Education for approval. When the member is properly placed on the WEAA salary guide the \$5,000 honorarium will terminate.
9. This Agreement shall establish a regular monthly meeting between the Chief School Administrator; no more than three (3) Board of Education members, as selected by the presiding Board of Education President; and three (3) WEAA members. The purpose of this meeting is to discuss any and all non-contractual issues within the school district, by which the WEAA is affected, at the discretion of the WEAA.
10. This Agreement shall establish salary increases to the salary base per contract year as agreed: 5% for the period July 1, 2007 - June 30, 2008, with retroactive pay to be received before July 31, 2008; 4.5% for the period July 1, 2008 - June 30, 2009; and 4.5% for the period July 1, 2009 - June 30, 2010.
11. All prior agreements shall be part of this Memorandum. All other proposals on which agreements have not been reached and not mentioned herein are deemed to be withdrawn by the party making the proposal.
12. Effective 2009/2010 school year this Agreement shall enable the appropriate Building Administrators to present to the Chief School Administrator, or his/her designee, appropriate justification for consideration of adding additional 12 month Assistant Principal(s) within their respective buildings. The Chief School Administrator shall then put forth the appropriate, and agreed upon, recommendation to the Board of Education.

13. This Agreement shall establish that the Board of Education explores the feasibility, efficacy, and practicality of providing laptops to all Building Administrators (Principals), henceforth.
14. The members of each entity's Negotiation Committee, as represented in these discussions, shall recommend approval to the entirety of their respective organizations.
15. All dates referenced in the 2004 - 2007 Collective Bargaining Agreement shall be modified to conform to the above duration of this Memorandum of Agreement.

WILLINGBORO TOWNSHIP BOARD OF EDUCATION



BOE Negotiating Committee Chairperson




BOE Negotiating Committee Member



BOE Negotiating Committee Member

WILLINGBORO EDUCATION ADMINISTRATORS' ASSOCIATION



WEAA Negotiating Committee Chairperson



WEAA Negotiating Committee Member

WEAA Negotiating Committee Member

WEAA Negotiating Committee Member