

**MEMORANDUM OF AGREEMENT
BETWEEN THE WEST ORANGE EDUCATION ASSOCIATION AND
THE WEST ORANGE BOARD OF EDUCATION
May 24, 2017**

The above-captioned parties, having reached a tentative agreement for a successor Collective Bargaining Agreement as set forth below, shall recommend the terms of this Memorandum of Agreement ("Memorandum") through their respective bargaining committees to the full Board of Education and the Association's general membership, and this Memorandum shall be subject to ratification by the Board and the Association's general membership.

Duration of Contract (PREAMBLE): July 1, 2015 - June 30, 2020

Work Hours and Work Load (ARTICLE V):

- Section A.4., Second Paragraph: Replace first full sentence with the following:
"In no case shall a mandatory coverage assignment result in a teacher being denied a duty-free lunch."

Wages (ARTICLE VI – COMPENSATION):

- Increase WOEa salaries (certificated and uncertificated) increases as follows. Settlement are inclusive of increment. WOEa unit members covered under this agreement shall receive retroactive pay from July 1, 2015:

2015-2016	2.60%	+	\$75,600	for salary guide development
2016-2017	2.60%	+	\$75,600	for salary guide development
2017-2018	2.60%	+	\$75,600	for salary guide development
2018-2019	2.60%	+	\$75,600	for salary guide development
2019-2020	2.60%	+	\$75,600	for salary guide development
- The Salary Guides attached hereto are acceptable and shall be utilized (Attached as Exhibit A).
- The Salary Guide and Longevity changes as proposed by the Association for Security Officers on April 28, 2017 are acceptable (\$2,000 for employees with 14-18 years of service and in 2019-2020 a \$3,000 step shall be added for employees with 19-23 years of service). (Attached as Exhibit B).
- The Salary Guide as proposed by the Association for Computer Technicians on April 28, 2017 is acceptable, with no changes in Longevity structure. (Attached as Exhibit B).
- Longevity structure shall remain unchanged for all other WOEa employees.
- Full retroactive pay to all employees, including those employees whose employment with the district has been severed.

- Add the following sentence: "Employees who have been granted an unpaid leave of absence of any type must actually work 91 days within the school year to advance on the salary guide. Sick days, personal days, vacation days and transfer of sick days by donation count towards the 91 working days."
- The parties agree that for the term of this agreement only (July 1, 2015 –June 30, 2020), should a teacher work at least 91 days in a school year and thereafter is absent for the entire subsequent school year on a Board-approved leave of absence (e.g., child-rearing leave) that teacher will be placed on the next step of the salary guide in the year that she returns. Should the salary of the next step be less than the salary of the previous step that the teacher occupied, the teacher's salary shall be "red-circled" (not reduced) and shall be paid an additional \$2000 to her base salary for the year in which she returns. Should the salary of the next step be greater than the salary of the previous step that the teacher occupied, but less than \$2,000 greater, the teacher will be given the difference so that she receives an increase not to exceed \$2000 for that year. In the subsequent year, the teacher will resume normal salary guide progression on the appropriate teacher salary guide.
- Add the following sentence: "Employees who are hired on or before February 1 of any school year are eligible to advance as per the negotiated settlement for the given year. Employees hired after February 1 of any school year or who worked 90 or less days, shall not advance on the salary guide in the following school year." Should the salary of the step in the subsequent year be less than the previous step that the employee occupied, the employee's salary shall be "red-circled" (not reduced).
- Add the following sentence: "There shall be no retroactive imposition of Chapter 78 contributions upon payment of retroactive pay to those employees entitled to receive same in accordance with the terms of this agreement."

Tuition Reimbursement (ARTICLE XVIII – PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT)

- If a member who is eligible for tuition reimbursement is terminated for any reason other than for just cause, but followed all procedures to be reimbursed, the member shall receive reimbursement. A member who submits a letter of resignation in lieu of non-renewal for poor teaching performance shall receive reimbursement according to the provision of this article. A member who voluntarily resigns or leaves the district shall not be reimbursed in accordance with N.J.S.A. 18A:6-8.5 and 18A:6-8.6 and the provisions of this Article.
- Effective July 1, 2017, the Board shall pay no more than \$250,000 each school year towards tuition reimbursement.

Health Benefits (ARTICLE XX – INSURANCE PROTECTION)

- Agree to accept the Board's health benefits package (Direct Access 10/20 and High Deductible Plan – attached hereto) including elimination of Rx

reimbursement. The effective date of these changes will be provided as soon as possible with advance notice. (The new plans will become the basis for "equal to or better than" coverage).

- Employees who select the High Deductible Plan will be provided with a Health Reimbursement Account ("HRA") and the Board will be responsible for fifty (50%) percent of the employee's annual deductible under the High Deductible Plan. Additionally, employees who select the High Deductible Plan will be entitled to additional monetary (non-pensionable) payments equal to fifty (50%) percent of his/her deductible amount under the High Deductible Plan, which shall be paid to the employee in his/her first paycheck of the school year (2017), less all applicable withholdings. Thereafter (starting in January 2018), and each January thereafter, because the deductible period resets, the Board will fully fund the HRA to fifty (50%) percent of the employee's annual deductible, and the additional monetary (non-pensionable) payments equal to fifty (50%) percent of the employee's deductible amount under the High Deductible Plan, which shall be paid to the employee in his/her first paycheck in January of each year. Should an employee who has received these additional monies leave the District, he/she is responsible for repaying the District the pro-rata amount for the period of time remaining for the year in which he/she received the additional monies within thirty (30) days of separation.
- High Deductible Plan shall include sixty (60) therapy visits.
- Upon the issuance of a legal opinion by the Association ensuring the legality of the procedure and the approval of same by Board counsel, the Board will authorize employees who wish to open personal Health Savings Accounts (HSA), which shall not be administered by the Board, to fund same through payroll deductions.
- Add the following language to Paragraph A: "Employees shall continue contributions to his/her health care in accordance with the Tier IV rates set forth in Chapter 78, P.L. 2011."
- Revise Paragraph F (*Opting Out of Benefit Package*) to provide as follows: "Association members will receive health benefits waivers at a rate of \$4000 for Family/2 Adults/Parent & Child/Single coverage for teachers and \$2000 for Paraprofessionals who waive Single coverage."
- In the matter of West Orange of Bd. Of Ed., P.E.R.C. No. 2016-86, 43 NJPER 44 (¶10 2016), recon. den. P.E.R.C. No. 2017-6, 43 NJPER 76 (¶20 2016), the Public Employment Relations Commission ("Commission") ruled that Article XV, Section B – "Supplementary Sick Leave" was not mandatorily negotiable and should be removed from the Collective Negotiations Agreement. The Association did not appeal that decision. The Association has informed the Board that it intends to appeal the Scope of Negotiations Determination by Commission in PERC Decision Number 2017-60, issued on April 27, 2017. Should the Association file such an appeal, the parties will modify the Collective Negotiations Agreement accordingly, following the exhaustion of any and all judicial review.

- The parties agree to incorporate all previously agreed upon items. (Attached as Exhibit C).
- All items which are not agreed upon by the parties shall be deemed withdrawn.
- The Association agrees that it will present this Memorandum of Agreement to its respective membership for a ratification vote no later than Tuesday, June 6, 2017. Should the Association ratify the Memorandum of Agreement, the Board agrees to present the Memorandum of Agreement for a ratification vote by no later than Wednesday, June 7, 2017.
- The Association and the Board agree to meet in the summer of 2017 to review the existing contractual language to determine whether the parties can mutually agree on any other (non-substantive) contractual language changes. Should the parties be unable to mutually agree on any other (non-substantive) contractual language changes, the terms of this Memorandum of Agreement shall be incorporated into the successor collective negotiations agreement. Any mutually agreeable contractual language changes shall be incorporated into the final collective negotiations agreement. The current work schedule for all Association members will be maintained during this process.

West Orange Board of Education:

Laurel B

West Orange Education Association:

[Signature]

Staci Varan

Dennis Keaton

Teacher Salary Guide (2015-2016)

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	DR
1								
2								
3	53,288	53,883	56,015	56,903	60,574	64,837	66,318	69,575
4	53,681	54,280	56,427	57,321	61,020	65,314	66,805	70,086
5	54,249	54,854	57,024	57,928	61,666	66,007	67,513	70,829
6	54,516	55,124	57,306	58,214	61,970	66,331	67,845	71,177
7	55,651	56,334	57,923	58,604	63,261	67,576	69,053	72,574
8	56,788	57,640	59,173	59,910	64,567	68,826	70,303	73,597
9	57,923	59,059	60,535	61,330	65,873	70,237	71,552	74,959
10	59,059	60,479	63,034	63,873	67,009	71,552	73,824	78,083
11	60,195	62,652	66,674	66,400	72,422	75,871	78,171	83,919
12	61,878	67,250	72,135	72,711	77,021	81,619	83,344	87,367
13	70,043	74,919	79,649	80,762	85,190	89,948	91,689	94,243
14	78,983	84,308	89,570	90,683	95,397	100,254	101,845	104,670
15	82,110	87,545	92,979	94,055	98,795	103,554	104,995	107,901

Longevity

Paid upon completion of

14-18 years of service	5,502
19-23 years of service	7,079
24-28 years of service	8,667
29-32 years of service	10,266
33+ years of service	12,221

Teacher Salary Guide (2016-2017)

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	DR
1								
2								
3	54,354	54,961	57,135	58,041	61,786	66,134	67,644	70,967
4	54,887	55,500	57,696	58,610	62,391	66,782	68,307	71,662
5	55,157	55,772	57,979	58,897	62,698	67,110	68,642	72,013
6	55,741	56,363	58,592	59,521	63,362	67,822	69,370	72,776
7	56,015	56,640	58,882	59,815	63,674	68,155	69,711	73,134
8	57,182	57,883	59,516	60,216	65,001	69,436	70,952	74,570
9	58,350	59,225	60,800	61,558	66,343	70,719	72,236	75,621
10	59,516	60,683	62,200	63,017	67,685	72,168	73,520	77,021
11	60,712	62,172	64,799	67,717	68,886	73,555	75,891	80,269
12	61,881	64,406	68,541	70,315	74,450	77,996	80,359	86,268
13	64,817	70,444	75,562	78,164	80,660	85,496	87,302	91,517
14	73,370	78,477	83,432	84,598	89,236	94,221	96,044	98,719
15	83,342	88,858	94,374	95,466	100,277	105,108	106,570	109,619

Longevity

Paid upon completion of

14-18 years of service	5,502
19-23 years of service	7,079
24-28 years of service	8,667
29-32 years of service	10,266
33+ years of service	12,221

Teacher Salary Guide (2017-18)

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	DR
1								
2								
3	55,441	56,060	58,278	59,202	63,021	67,457	68,997	72,386
4	55,849	56,472	58,707	59,837	63,485	67,953	69,505	72,918
5	56,396	57,026	59,282	60,222	64,107	68,619	70,188	73,633
6	56,674	57,306	59,573	60,517	64,422	68,956	70,530	73,993
7	57,274	57,913	60,204	61,158	65,105	69,687	71,277	74,778
8	57,556	58,198	60,501	61,460	65,425	70,030	71,628	75,146
9	58,754	59,475	61,153	61,872	66,788	71,346	72,903	76,621
10	59,954	60,853	62,472	63,251	68,167	72,664	74,222	77,700
11	61,153	62,352	63,910	64,750	69,546	74,153	75,541	79,139
12	62,382	63,882	66,581	68,580	70,780	75,578	77,978	82,477
13	64,820	67,465	71,797	73,655	77,987	81,700	84,176	90,366
14	67,898	73,790	79,151	79,782	84,512	89,557	91,449	95,864
15	76,453	82,213	87,706	88,579	93,397	98,384	100,075	103,787
16	85,009	90,635	96,261	97,375	102,282	107,210	108,701	111,709

Longevity

Paid upon completion of

14-18 years of service	5,502
19-23 years of service	7,079
24-28 years of service	8,667
29-32 years of service	10,266
33+ years of service	12,221

Teacher Salary Guide (2018-19)

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	DR
1								
2								
3	58,550	57,181	59,444	60,388	64,282	68,806	70,377	73,834
4	58,968	57,602	59,881	60,830	64,754	69,312	70,895	74,377
5	57,385	58,025	60,321	61,277	65,231	69,821	71,416	74,923
6	57,947	58,594	60,913	61,878	65,870	70,506	72,116	75,658
7	58,232	58,882	61,212	62,181	66,194	70,852	72,469	76,028
8	58,849	59,505	61,859	62,840	66,895	71,603	73,237	76,834
9	59,138	59,798	62,185	63,150	67,224	71,955	73,597	77,212
10	60,370	61,110	62,835	63,574	68,625	73,308	74,908	78,728
11	61,603	62,527	64,190	64,990	70,042	74,662	76,264	79,837
12	62,835	64,066	65,668	66,531	71,458	76,192	77,619	81,315
13	64,253	65,798	68,578	71,667	72,903	77,846	80,317	84,951
14	67,089	69,826	74,310	76,233	80,716	84,560	87,123	93,529
15	70,782	76,926	82,515	83,173	88,104	93,363	95,336	99,939
16	80,275	86,323	92,091	93,008	98,067	103,303	105,079	108,976
17	86,709	92,448	98,186	99,323	104,328	109,354	110,875	113,944

Longevity

Paid upon completion of

14-18 years of service	5,602
19-23 years of service	7,079
24-28 years of service	8,687
29-32 years of service	10,266
33+ years of service	12,221

Teacher Salary Guide (2019-2020)

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	DR
1								
2								
3	57,681	58,325	60,633	61,594	65,567	70,182	71,785	75,310
4	58,105	58,754	61,078	62,046	66,050	70,698	72,312	75,864
5	58,504	59,157	61,498	62,472	66,503	71,183	72,809	76,385
6	58,934	59,592	61,950	62,932	66,992	71,707	73,344	76,946
7	59,512	60,176	62,557	63,549	67,649	72,410	74,063	77,701
8	59,805	60,472	62,864	63,860	67,981	72,765	74,426	78,081
9	60,438	61,112	63,529	64,537	68,701	73,537	75,215	78,909
10	60,735	61,413	63,843	64,855	69,039	73,898	75,584	79,297
11	62,000	62,760	64,531	65,290	70,478	75,287	76,931	80,854
12	63,266	64,215	65,923	66,745	71,933	76,678	78,323	81,993
13	64,562	65,828	67,474	68,360	73,423	78,287	79,753	83,551
14	66,181	67,772	70,638	73,817	75,091	80,181	82,727	87,499
15	69,437	72,270	76,911	78,901	83,541	87,519	90,172	96,802
16	74,321	80,772	86,641	87,331	92,509	98,032	100,103	104,935
17	87,923	93,742	99,581	100,713	105,789	110,865	112,427	115,539

Longevity

Paid upon completion of

14-18 years of service	5,502
19-23 years of service	7,079
24-28 years of service	8,667
29-32 years of service	10,266
33+ years of service	12,221

Secretarial Salary Guide (2015-16)

	Col 1	Col 2	Col 3	Col 4
1	34,367	42,284	43,723	49,064
2	34,620	42,595	44,045	49,668
3	34,959	43,012	44,476	53,763
4	35,820	44,071	45,572	57,123
5	35,907	44,179	45,683	62,723
6	38,176	46,970	48,569	67,203
7	42,201	51,923	53,691	73,573
8	43,774	53,858	55,691	75,043
9	49,624	61,056	63,134	77,843
10	53,909	66,328	68,586	78,503
11	57,486	70,728	73,136	79,163
DAYS	191	235	243	243

Payroll Administrative Assistant, Benefits Administrative Assistant,
HS Financial A.A. and HS Attendance Office Coordinator
shall be paid at a rate of 1.05 times their guide salary

Longevity

Paid upon completion of

14-18 years of service	4815
19-23 years of service	6402
24-28 years of service	8042
29-32 years of service	9650
33+ years of service	11000

Secretarial Salary Guide (2016-17)

	Col 1	Col 2	Col 3	Col 4
1	35,054	43,130	44,598	45,490
2	35,312	43,447	44,926	50,413
3	35,572	43,766	45,256	51,034
4	35,920	44,195	45,699	55,241
5	36,805	45,283	46,825	58,694
6	36,894	45,394	46,939	64,448
7	39,228	48,262	49,905	69,051
8	43,362	53,351	55,167	75,596
9	44,977	55,339	57,222	77,107
10	50,989	62,735	64,871	79,984
11	55,391	68,152	70,472	80,662
12	58,635	72,143	74,599	80,746
DAYS	191	235	243	243

Payroll Administrative Assistant, Benefits Administrative Assistant,
 HS Financial A.A. and HS Attendance Office Coordinator
 shall be paid at a rate of 1.05 times their guide salary

Longevity

Paid upon completion of

14-18 years of service	4815
19-23 years of service	6402
24-28 years of service	8042
29-32 years of service	9650
33+ years of service	11000

Secretarial Salary Guide (2017-18)

	Col 1	Col 2	Col 3	Col 4
1				
2	36,018	44,316	45,824	46,741
3	36,283	44,641	46,161	51,800
4	38,550	44,970	46,501	52,438
5	38,908	45,410	46,956	56,761
6	37,817	46,529	48,113	60,308
7	37,909	46,642	48,230	68,220
8	40,304	49,589	51,277	70,950
9	44,554	54,818	56,684	77,675
10	46,214	56,860	58,796	79,228
11	52,391	64,460	66,655	82,184
12	59,808	73,586	76,091	82,361
DAYS	191	235	243	243

Payroll Administrative Assistant, Benefits Administrative Assistant, HS Financial A.A. and HS Attendance Office Coordinator shall be paid at a rate of 1.05 times their guide salary

Longevity

Paid upon completion of

14-18 years of service	4815
19-23 years of service	6402
24-28 years of service	8042
29-32 years of service	9650
33+ years of service	11000

Secretarial Salary Guide (2018-19)

	Col 1	Col 2	Col 3	Col 4
1				
2	36,558	44,980	46,512	47,442
3	37,009	45,534	47,084	48,026
4	37,281	45,869	47,431	53,224
5	37,555	46,206	47,779	53,880
6	37,923	46,659	48,247	58,321
7	38,857	47,808	49,436	61,966
8	38,952	47,925	49,556	68,041
9	41,413	50,953	52,687	72,901
10	45,780	56,326	58,243	79,811
11	47,485	58,424	60,413	81,406
12	54,245	66,741	69,013	85,093
13	61,004	75,057	77,813	85,655

DAYS 191 235 243 243

Payroll Administrative Assistant, Benefits Administrative Assistant, HS Financial A.A. and HS Attendance Office Coordinator shall be paid at a rate of 1.05 times their guide salary

Longevity

Paid upon completion of

14-18 years of service	4815
19-23 years of service	6402
24-28 years of service	8042
29-32 years of service	9650
33+ years of service	11000

Secretarial Salary Guide (2019-20)

	Col 1	Col 2	Col 3	Col 4
1				
2	37,107	45,655	47,209	48,153
3	37,584	46,217	47,791	48,746
4	38,026	46,786	48,379	49,347
5	38,306	47,130	48,735	54,688
6	38,588	47,477	49,093	55,361
7	38,966	47,942	49,574	59,925
8	39,925	49,123	50,795	63,670
9	40,023	49,243	50,919	69,912
10	42,551	52,354	54,136	74,905
11	47,039	57,875	59,845	82,006
12	48,791	60,031	62,074	83,645
13	55,736	68,576	70,911	87,433
14	61,919	76,183	78,777	88,000

DAYS 191 235 243 243

Payroll Administrative Assistant, Benefits Administrative Assistant, HS Financial A.A. and HS Attendance Office Coordinator shall be paid at a rate of 1.05 times their guide salary

Longevity

Paid upon completion of

14-18 years of service	4815
19-23 years of service	6402
24-28 years of service	8042
29-32 years of service	9650
33+ years of service	11000

Instructional Assistant Salary Guide (2015-16)

	Non-Deg.	BA	MA
1			
2	27,000	29,000	31,000
3	27,855	29,071	31,230
4	27,926	29,356	31,536
5	28,284	29,732	31,940
6	28,423	29,879	32,097
7	29,123	30,614	32,886
8	29,694	31,214	33,532
9	29,838	31,365	33,694
10	29,912	31,526	33,702
11	30,055	31,613	33,911
12	33,014	34,389	36,511

Longevity

Paid upon completion of

14-18 years of service	931
19-23 years of service	1,398
24-28 years of service	1,662
29-32 years of service	2,329
33+ years of service	2,444

Instructional Assistant Salary Guide (2016-17)

	Non-Deg.	BA	MA
1			
2	27,000	29,000	31,000
3	27,743	29,798	31,853
4	28,416	29,871	32,089
5	28,694	30,163	32,403
6	29,062	30,549	32,818
7	29,204	30,700	32,980
8	29,924	31,456	33,791
9	30,510	32,073	34,455
10	30,656	32,228	34,620
11	30,734	32,393	34,829
12	33,509	34,905	37,059

Longevity

Paid upon completion of

14-18 years of service	931
19-23 years of service	1398
24-28 years of service	1862
29-32 years of service	2329
33+ years of service	2444

Instructional Assistant Salary Guide (2017-18)

	Non-Deg.	BA	MA
1			
2	27,250	29,250	31,250
3	27,743	29,798	31,853
4	28,505	30,617	32,728
5	29,197	30,692	32,971
6	29,483	30,982	33,294
7	29,861	31,389	33,721
8	30,007	31,545	33,887
9	30,747	32,321	34,720
10	31,349	32,955	35,402
11	31,501	33,114	35,572
12	34,179	35,603	37,800

Longevity

Paid upon completion of

14-18 years of service	931
19-23 years of service	1398
24-28 years of service	1862
29-32 years of service	2329
33+ years of service	2444

Instructional Assistant Salary Guide (2018-19)			
	Non-Deg.	BA	MA
1			
2			
3	27,999	30,054	32,109
4	28,505	30,617	32,728
5	29,289	31,459	33,628
6	30,000	31,536	33,878
7	30,294	31,845	34,210
8	30,682	32,253	34,648
9	30,833	32,412	34,819
10	31,593	33,210	35,675
11	32,211	33,861	36,376
12	32,604	34,273	36,817
13	35,033	36,493	38,745

Longevity

Paid upon completion of

14-18 years of service	931
19-23 years of service	1398
24-28 years of service	1862
29-32 years of service	2329
33+ years of service	2444

Instructional Assistant Salary Guide (2019-2020)

	Non-Deg.	BA	MA
1			
2			
3	28,559	30,655	32,752
4	28,769	30,881	32,992
5	29,289	31,459	33,628
6	30,095	32,324	34,553
7	30,825	32,403	34,809
8	31,127	32,720	35,151
9	31,526	33,140	35,801
10	31,681	33,303	35,776
11	32,857	34,539	37,102
12	33,822	35,554	38,194
13	35,647	37,132	39,423

Longevity

Paid upon completion of

14-18 years of service	931
19-23 years of service	1398
24-28 years of service	1862
29-32 years of service	2329
33+ years of service	2444

SECURITY

2015-16			2016-17			2017-18		
Step	12 Month	10 Month	Step	12 Month	10 Month	Step	12 Month	10 Month
1	42,000	39,500	1	42,500	39,500	1	43,000	39,500
2	44,000	40,224	2	43,260	40,685	2	43,775	40,685
3	45,500		3	45,320	41,430	3	44,558	41,906
4	46,500		4	46,865	42,000	4	46,680	42,873
5	47,242		5	47,895	43,000	5	48,271	43,500
6	48,876		6	50,097	44,000	6	51,450	44,500
Coord	63,538		Coord	65,127		Coord	66,885	
Longevity Completion of 14-18	2,000	2,000	Longevity Completion of 14-18	2,000	2,000	Longevity Completion of 14-18	2,000	2,000
19-23			19-23			19-23	3,000	3,000
2018-19			2019-20					
Step	12 Month	10 Month	Step	12 Month	10 Month			
1	43,000	39,750	1	43,500	39,750			
2	44,290	40,685	2	44,290	40,943			
3	45,088	41,906	3	45,619	41,906			
4	45,895	43,163	4	46,441	43,163			
5	48,080	43,953	5	47,271	44,458			
6	52,839	44,750	6	54,266	45,958			
Coord	68,691		Coord	70,546				
Longevity Completion of 14-18	2,000	2,000	Longevity Completion of 14-18	2,000	2,000			
19-23	3,000	3,000	19-23	3,000	3,000			

TECHS

2016-16	Salary	2016-17	Salary	2017-18	Salary	2018-19	Salary	2019-20	Salary
Techs 1	60,500	Techs 1	60,650	Techs 1	61,000	Techs 1	61,500	Techs 1	62,000
2	62,307	2	62,315	2	62,470	2	62,830	2	63,345
3	64,500	3	64,176	3	64,184	3	64,344	3	64,715
4	68,448	4	68,435	4	66,101	4	66,110	4	66,274
5	71,785	5	70,501	5	68,428	5	68,084	5	68,093
6	73,695	6	73,938	6	72,616	6	74,000	6	70,127
7	76,000	7	75,906	7	76,157	7	74,795	7	76,220
8	78,000	8	78,280	8	78,184	8	78,441	8	77,038
9	80,000	9	80,340	9	80,628	9	80,529	9	80,794
10	84,224	10	82,400	10	82,750	10	83,047	10	82,945
11	86,000	11	86,751	11	89,353	11	92,034	11	94,795
A/V Coord	62,653	A/V Coord	64,533	A/V Coord	66,469	A/V Coord	68,463	A/V Coord	70,517
A/V Tech	48,683	A/V Tech	50,143	A/V Tech	51,648	A/V Tech	53,197	A/V Tech	54,793
VOIP Coord	76,643	VOIP Coord	78,943	VOIP Coord	81,311	VOIP Coord	83,750	VOIP Coord	86,263
Net Mgr	121,031	Net Mgr	124,662	Net Mgr	128,402	Net Mgr	132,254	Net Mgr	136,222
MIS Coord	101,070	MIS Coord	104,102	MIS Coord	107,225	MIS Coord	110,442	MIS Coord	113,755
Longevity to match Admin Assts		Longevity to match Admin Assts		Longevity to match Admin Assts		Longevity to match Admin Assts		Longevity to match Admin Assts	

Longevity schedule for all years of contract

Paid upon completion of

14-18 years of service	4815
19-23 years of service	6402
24-28 years of service	8042
29-32 years of service	9650
33+ years of service	11000

EXHIBIT C

MEMORANDUM OF AGREEMENT BETWEEN THE WEST ORANGE EDUCATION ASSOCIATION AND THE WEST ORANGE BOARD OF EDUCATION

The parties agree to incorporate all previously agreed upon items set forth herein:

ARTICLE I – RECOGNITION

Delete "Instructional Assistant" and add "Paraprofessional." (Change throughout the agreement).

Update titles to reflect current positions, and delete those that are not used. Change Guidance Counselors to School Counselors and Librarians to Library Media Specialists.

All full-time Security Guards.

Change the word "Paragraph" to "Article"

C.3. Add the titles "District Multimedia Coordinator", "District Multimedia Technician", "District Test Coordinator", "Management Information Systems Coordinator"

ARTICLE IV – EMPLOYEE RIGHTS

Add F. All criticism and discipline administered against an employee shall be, to the greatest extent possible, administered confidentially.

ARTICLE V – WORK HOURS AND WORK LOAD

A.1.a Remove the following as it constitutes a managerial prerogative: *"but they shall not be required to "clock in" or "clock out" by hours and minutes (PERC Scope Decision No. 2016-86).*

A.2.a. Remove the following as it constitutes a managerial prerogative *"Teachers who are assigned cafeteria, in-school suspension or study hall supervision may only be assigned a planning period as their second supervisory assignment."* (PERC Scope Decision No. 2016-86).

A.2.a. Remove the following as it constitutes a managerial prerogative: *"Any High School teacher assigned to the Attendance Appeals Committee as a duty shall be assigned to a different duty during the first semester."* (Per Scope decision)

In the last paragraph of A.2.a. change the word "supervisory" to "duty". Change the word "improvement" to "Development".

Correct VILE to VII.E

(Key to Chart)

3.e. Eliminate entire subsection on tutoring.

A.9. Delete this provision from this section and move to a more appropriate location in the agreement, under compensation, and not eliminated.

B.3.b. Work Year – Administrative Assistants. In the last line remove "for a holiday season."

B.4. Instructional Assistants' Work Year and Work Day. Change all references to Instructional Assistant to Paraprofessionals.

ARTICLE VI – COMPENSATION

A.4. Operation and Administration of the Salary Guides

c. Per Sidebar Agreement - Eliminate in-service salary guide credits. Change column BA/MA 16 to BA/MA 15; change column BA/MA 32 to BA/MA 30; and change column BA/MA 48 to BA/MA 45.

A.5. Schedules E and F

SCHEDULE E – Co-Curricular Salary Guide

e. Delete the words "teaching in the Achievement program (WOAP)"

Delete the last sentence starting with the word "Notwithstanding".

i. In the last sentence, remove the words "if salary guide credit is not elected."

k. Eliminate "Right to Know/Chemical Hygiene Officer" stipend.

n. Add the word "daily" before the word "rate".

t. Delete "Commencing on July 1, 2013."

Add following paragraph: "The Position of District Test Coordinator is a 12-month position and those holding this position shall be placed upon the Regular Teacher Salary Guide in the appropriate position for experience and training level, and shall be paid at a rate of 1.2 times their salary."

Add v. Any employee called upon to provide language translation services after their regularly scheduled hours shall be compensated at a rate of \$39.00 per hour (NOTE: This provision was relocated but not changed).

B. Administrative Assistants

3. Summer Payment Plan/12 Month Payment Option – Add the words "Ten Month" before Administrative Assistant.

D. District Computer Technicians

3. Mileage – Delete the words "of .31 cents/mile"

F. Direct Deposit of Pay – Delete the words "make reasonable efforts to"

ARTICLE VII – NON TEACHING DUTIES

Delete the words "milk money", replace with "field trips"

Modify first sentence to change approval for distribution of flyers form Board of Education to Superintendent of Schools or his/her designee.

E. Curriculum Writing: (per sidebar agreement)

Delete E in its entirety and replace with the following:

Teachers who agree to write curriculum shall meet with the administrator overseeing the curriculum writing project, and shall agree to the following items:

- the nature and scope of the project to be undertaken;
- the estimated amount of time necessary for the completion of the project;
- the date when the project will be approximately half completed; and
- the date when the project will be completed.

On or before the date on which the project is expected to be half completed, the teachers shall deliver to the administrator overseeing the project that portion which has actually been completed along with a statement of the time worked to date on the project.

The administrator will promptly review the work and provide appropriate guidance and other feedback and either (a) instruct the teachers to continue to completion or (b) instruct the teachers to terminate work on the project.

If the teachers are instructed to terminate working on the project, the teachers will submit for payment at the contractual rate for the time already worked on the project, and the administrator will recommend approval of the payment at the earliest possible date. If the teachers are instructed to continue working to completion, they will do so, will deliver the completed project, will submit for payment at the contractual rate for time worked on the project, and the administrator will recommend approval of the payment at the earliest possible date.

ARTICLE IX – TEACHER ASSIGNMENT

B. Add last sentence: Teachers who are required to travel between schools shall be permitted a 30 minute travel period.

ARTICLE XII – PROMOTIONS

B. Change (Instructional Assistants to Paraprofessionals).

ARTICLE XV – SICK LEAVE AND TEMPORARY LEAVES OF ABSENCE

G.2. Immediate: 1. Add the word "grandchild" after the word "sister."

Change G.2.c. to G.2.3. and add title "Non-Immediate" relative of the second degree

K. Leaves Without Pay: Change the word "tenure to tenured." Change the words "either of" to "such."

ARTICLE XVIII – PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

Eliminate the following language as it violates NJSA 18A:6-8.5 and NJSA 18A:6-8.6: "and will further be allowed to accumulate these hours towards salary guide credits. (As an example of the accumulation permitted, if a staff member attends 6 hours of such programs in each of the first and second years of the agreement, and attends an additional 3 hours, these 15 hours will be counted as 1 credit towards salary guide advancement, in addition to being applied towards the State 100 hour requirement. (per sidebar agreement)

3.a. Course Credit: Delete Section in its entirety.

3.b. Salary Guide Credit: Eliminate Section A.3.b. in its entirety.

Add new language: "All provisions under this Article shall be administered in accordance with P.L. 2010, Chapter 13, cited as NJSA 18A:6-8.5 and 18A:6-8.6, which govern the requirements for tuition assistance and/or additional compensation (such as salary guide credit or movement), for completion of academic credits or degree programs, taken at an institution of higher education, as defined by the aforementioned statute."

B. New Teacher Training:

Eliminate language in 4th paragraph, 2nd and 4th sentences:

"No in class assignments designed to encourage reflective and self-critical practices will be required to be submitted to any instructor or supervisor. No assignment, mandatory or optional, designed to encourage reflective and self-critical practices, shall be required to be submitted to any supervisor or administrator, and no such assignment, or failure to submit such an assignment, shall form a basis for any performance evaluation, and no negative comments or other information shall be placed in any such employee's personnel file and/or be included as a part of any evaluatory report, including APRs, and shall not be used in any way in the evaluation and/or determination of an employee's job performance and/or continued employment status." (PERC Scope Decision No. 2016-86).

C. Administrative Assistants:

Eliminate Section C.1. in its entirety.

D. Instructional Assistants:

Change "Instructional Assistants" to "Paraprofessionals."

ARTICLE XX – INSURANCE PROTECTION

A. Medical:

1. Add "Security Guards" after "Computer Technicians" in subtitle of the section.

B. DENTAL:

B. 1. Add "and Security Guards" after "Computer Technicians." (Change "Officers" to "Guards" throughout Agreement).

B. 2. Change "Instructional Assistants" to "Paraprofessionals."

ARTICLE XXV – MISCELLANEOUS PROVISIONS

C. 2. Delete "733 Eagle Rock Avenue" and replace with "the then current WOEPA President at his/her place of employment or if no school is in session, to his/her home address."

TENTATIVE AGREEMENTS FROM MAY 23, 2017

- All Security Guards and Computer Technicians will be placed on the newly created guides as agreed.
- **Article V, A.2.b.(a).** Add, after fourth paragraph: "When an assembly or other special schedule is in place, at the time when a classroom teacher would normally have a personal preparation period, if the special area teacher who would normally have responsibility for the class at that time is available, they are to report and relieve the classroom teacher so that the preparation period is not lost."
- **Article V, A.2.b.(c).** Insert, after this, "Notwithstanding the foregoing, teachers who teach lab courses shall be limited to a maximum of five classes with no more than four labs."
- **Art. V.A.5.** In the first sentence, after the phrase "scheduled preparation period", add the phrase "or who loses a scheduled preparation period due to required meetings or non-standard scheduling", and after the sentence, insert the following: " Notwithstanding the foregoing, teachers may be required, not more than two times per month, to attend IEP meetings during preparation periods, without compensation. Subsequent required meetings shall be compensated at the class coverage rate."
- **Art. VI.A.5.j.** Effective September 1, 2017, the rate for Athletic Trainers shall increase from 1.2 to 1.225.
- **Art. VI.A.5.k.** Old k is being eliminated per prior agreement.
- **Art. VI.A.5.r.** In first sentence, replace "uncompensated" with "compensated at one-half (1/2) the rate for similar organization."
- **Art. VI.D.** Insert, after that language, the following: "Computer Technicians shall not be required to use personal vehicles for moving large quantities of computer equipment."

- Art. XV. Insert, after the first sentence: "Notwithstanding the foregoing, employees employed on an eleven month basis or a ten month plus 20 or more days basis shall be allowed eleven (11) days absences with full salary for sickness in person or quarantine."
- All stipends to increase by 2% in 2017-18 school year only.

West Orange Board of Education:

Laura L. B.

West Orange Education Association:

[Signature]
Maai Varanell
Dennis Keelie

