

**OLD TAPPAN BOARD OF EDUCATION  
OLD TAPPAN SUPPORT STAFF  
ASSOCIATION**

**MEMORANDUM OF AGREEMENT**

The Old Tappan Board of Education (“Board”) and the Old Tappan Support Staff Association (“Association”) hereby agree to incorporate all the terms and conditions of the 2001-2004 Collective Bargaining Agreement into the successor Collective Bargaining Agreement except for the following modifications:

1. Child Study Team Secretary:

2004-2005 = \$4,000 increase

2005-2006 = 6% increase

2006-2007 = 6% increase

2. Other support staff (i.e. both school secretaries, the maintenance person, both part-time secretaries):

2004-2005 = 4% increase

2005-2006 = 4% increase

2006-2007 = 4% increase

3. “Opt Out”

Each school year, members may choose to “opt-out” of insurance benefits. Members choosing to “opt-out” will be required to sign a release indicating that their dependents are covered under another health benefit program. Members shall be told how to re-enroll in health benefits if needed, and members are responsible for informing the Board Secretary of any changes in circumstances regarding health benefits. Employees who are not employed during the full year (September 1 – August 31) and choose the waiver shall have their payments prorated accordingly. This applies to new hires after September 1 and any employment termination that is effective prior to August 31. Employees who choose the waiver and are on unpaid leave of absence without medical benefits shall have their payments prorated as well.

Each school year, the Board shall pay members for the “opt-out” as follows:

a. Family -- \$2,500

b. Husband/wife -- \$2,000

The Board will also enroll in and administer a “125 Plan” in order to effectuate this “opt-out” benefit.

4. Term

The parties agree that the term of this Agreement shall be from July 1, 2004, until June 30, 2007.

FOR THE ASSOCIATION

FOR THE BOARD

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Dated:

Dated: