

## Memorandum of Agreement

The parties in the Little Egg Harbor Board of Education and the Little Egg Harbor Education Association agree as follows:

1. Duration: This contract shall commence on July 1, 2021 and shall expire on June 30, 2024.
2. Salary:
  - a.) Effective July 1, 2021, the base salaries of the Association, shall be increased by **3.3%**.
  - b.) Effective July 1, 2022, the base salaries of the Association, shall be increased by **3.3%**.
  - c.) Effective July 1, 2023, the base salaries of the Association, shall be increased by **3.3%**.
  - d.) The above increases are inclusive of increment, and retroactive to the date(s) referenced above, when applicable.
  - e.) Salary Guides are to be mutually developed and agreed upon by both parties. However, in the event that both parties have **NOT** mutually agreed upon salary guides by December 20, 2021, each party agrees to present for ratification this Memorandum of Agreement without the salary guides to their respective constituents.
3. Article VI – Teacher Work Year:

Amend as follows:

  - Section 6.01-Add new 5<sup>th</sup> sentence to 1<sup>st</sup> paragraph-“There shall be a third Administrative Meeting day for professional development scheduled at some point in the work year, and the date will be determined by the Administrative team and discussed with Association representatives.”
  - Section 6.01-Amend last sentence as to read-“Members of the...to plan...each of the two (2) Teacher Orientation/Administrative Meeting Days, **and determine the date for placement of the third Administrative Meeting Day in the work year.**”
  - Section 6.01-Add new last sentence to 1<sup>st</sup> paragraph-“It is understood by both the Association and the Administration/Board of Education that the aforementioned time to for Teacher Orientation/Administrative Meeting Days, time to conduct Association meetings, and time to prepare/setup classrooms for the opening of school is delineated “day increments.” However, all parties agree that the day shall mean the amount of total time in the Teacher Work Day as defined in Section 7.01(b) of the contract (currently listed as (7) seven hours). The Administration shall have the right to schedule the time to conduct Association meetings, and time to prepare/setup classrooms for the opening of school, in half day increments on separate days if it so chooses, but the total amount of time must equal the Teacher Work Day as defined in Section 7.01(b) of the contract (currently listed as (7) seven hours).
  - Section 6.03-Change Teacher Work Year from 183 to **184 days**.

4. All parties acknowledge these terms and conditions are subject to ratification, and the mediator retains jurisdiction.
5. All parties agree to recommend for ratification the terms and conditions contained herein to their respective constituents.
6. All terms and conditions previously agreed to shall remain settled and incorporated into the new Agreement. (See the documents attached hereto "labeled – Exhibits A," as the previously settled terms and conditions).
7. All other terms and conditions not contained herein shall remain status quo.
8. All other proposals are hereby withdrawn by both parties.

Date: November 24, 2021

**Little Egg Harbor Bd. of Ed**

Christine J. Snyder

[Signature]

[Signature]

[Signature]

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**Little Egg Harbor Ed. Assn**

Nora E. Maloney

Kyle Turrano

A. Clifton

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_