

COLLECTIVE NEGOTIATIONS AGREEMENT

BETWEEN

THE PENNSAUKEN BOARD OF EDUCATION

AND

PENNSAUKEN SUPPORT STAFF ASSOCIATION

To June 30, 2012

Once ratified: note ratification dates at bottom and attach this to back of Current Agreement:

Contract Amendment

The PENNSAUKEN SUPPORT STAFF ASSOCIATION(Union) and the PENNSAUKEN BOARD OF EDUCATION hereby agree to the following by way of Amendment to the Current collective negotiations agreement between them regarding the bargaining unit collective negotiations unit currently in place between the parties:

Extension and Compensation Deferral

Currently the above are parties to a Collective Bargaining Agreement which expires on June 30, 2010.

1. In exchange for the union and its unit membership's agreeing to forego any salary increases in the 2010-2011 school year including any claim of any kind for any salary or compensation increases over and above the current years level and agreement, the Board of Education agrees to extend the current collective bargaining agreement for two (2) years so as to freeze in place all of the agreements terms and conditions with this unit for the current 2009 -2010 contract year for the 2010-2011 contract year. This will mean that no increases of any kind will be paid or due to any member of this union for the 2010-2011 year whether by agreement or practice. For the 2011-2012 school year the parties agree that the terms and conditions shall remain the same in that following year except that the unit members shall receive an aggregate of a ^{2.5%} increase in base salary only for that second year, and all other terms remain as in the current agreement unless the parties agree otherwise and do so in writing. Distribution shall be as described on the following page along with other terms described therein.

The parties hereby agree that this amendment once ratified by a vote of both parties immediately effectuates a two-year extension of the current contract so that the effect of this amendment is that the current agreement will now expire June 30, 2012.

2. IN SO FAR AS PERMITTED BY LAW IT IS THE INTENT OF THE PARTIES THAT THIS EXTENSION AVOID THE MANDATORY HEALTH CARE DEDUCTIONS WHICH TAKE EFFECT AFTER MAY 21, 2010 EXCEPT FOR THIS NEGOTIATED EXTENSION.

3. THE SUPERINTENDENT AND THE BOARD WILL AGREE TO PROVIDE A COMMITMENT IN LETTER FORM THAT NO MEMBER WHO IS CURRENTLY EMPLOYED WILL BE LAID OFF FOR THE 2010-2011 SCHOOL YEAR.

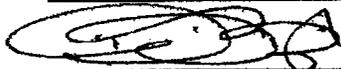
4. THE PARTIES SHALL MEET AT MUTUALLY AGREEABLE DATES AND TIMES TO NEGOTIATE THE INCREASES DISTRIBUTION FOR THE 2011-2012 SCHOOL YEAR.
TO INDIVIDUAL UNIT MEMBERS

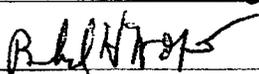
This agreement is hereby entered into and agreed to this 11th day of MAY, 2010.

Contingent Agreement

This Memorandum of Tentative Agreement is without any legal or binding effect unless and until ratified by the membership of the constituent bodies represented by each of the negotiating teams below. However, all below hereby agree and bind themselves to affirmatively recommend and to take all action necessary to work for the approval of this memorandum by their respective constituent bodies.

For the Board of Education





James J. Chapman

For the Union





