

MEMORANDUM OF AGREEMENT BETWEEN  
Monroe Township Board of Education and  
Monroe Township School Administrators Association  
for the Period from July 1, 2020 through June 30, 2023

The negotiations team for the Monroe Township Board of Education (“Board”) and the negotiations team for the Monroe Township School Administrators Association (“Association”), having concluded negotiations of a collective negotiations agreement for the period from July 1, 2020 through June 30, 2023 (“new CNA”), hereby set forth their agreements in this memorandum of agreement (“Memorandum of Agreement”). The negotiations team for the Board and the negotiations team for the Association agree to recommend, respectively, without reservation, the ratification and approval of the following agreements to be included in the new CNA which shall supersede the existing collective negotiations agreement between the parties which covers the period from July 1, 2017 through June 30, 2020 (existing CNA):

1. Except as modified by the terms of this Memorandum of Agreement, the terms of the existing CNA shall remain in full force and effect.

2. The term of the new CNA shall be from July 1, 2020 through June 30, 2023. All dates throughout the new CNA shall reflect the period from July 1, 2020 through June 30, 2023.

3. The salary guides of the new CNA shall reflect increases as follows:

- Year 1 (2020-2021): 2.5 percent increase;
- Year 2 (2021-2022): 2.25 percent increase;
- Year 3 (2022-2023): 2.0 percent increase.

The minimums and maximums of the salary guide will be frozen.

4. Article VII.C.f. shall be revised to read as follows:

- f. Members of the Monroe Township School Administrators Association shall not be reimbursed for courses/programs taken unless they agree, in writing, that they are required to reimburse the Board 100% of the tuition reimbursement they are to receive in the event they fail to remain employed by the Board for two (2) years following the completion of the courses/programs for which they are receiving reimbursement.

5. Article VIII shall be revised to read as follows:

- A. The Board shall provide the health-care insurance protection designated below. The District will make the Aetna Managed Choice POS (Open Access) (formerly Horizon PPO), Managed Choice POS (Open Access) (formerly Horizon Direct Access) and Elect Choice

EPO (Open Access) (formerly Horizon Advantage EPO) plans available to all unit members on a voluntary basis. The Board shall pay the full premium for each employee as defined by carrier and in cases where appropriate for family-plan, registered domestic partnership, or civil union insurance coverage subject to the following exceptions/conditions. A member may enroll in any insurance plan during an open enrollment period.

1. New hires temporarily replacing people on medical, maternity and/or other leaves shall be given individual employee health coverage in accordance with a waiting period which shall be defined as a period of time which ends on the first day of the calendar month following 30 days of active service. However, such employees will be allowed to receive spouse, family, registered domestic partner, or civil union coverage by contributing for that portion of the premium coverage.
  2. All employees shall be eligible for individual or family health coverage subject to payment of premiums by the Board. Employees are responsible for premium contributions as set forth in Paragraph H. below.
  3. For each full time employee as defined by carrier who is in the employ of the Board, the Board shall make payment of insurance premiums to provide insurance coverage for the full twelve (12) month period commencing September 1 and ending August 31.
  4. Employees shall be eligible to receive vision benefits as set forth in the VSP Choice Plan in effect on August 19, 2011. Employees are responsible for premium contributions as set forth in Paragraph H. below.
  5. Provisions of the health care insurance program shall be detailed in master policies and contracts provided by the health care carrier. The plan benefits shall include oral contraceptives, individual dental maximum per year is \$2000, and orthodontic benefits up to \$1000 per person (this is a lifetime benefit).
- B. The prescription co-pay for 2020-2021, 2021-2022, and 2022-2023 will be \$15.00 for generic and \$25.00 for brand name prescriptions (one (1) month supply); Mail Order: \$0 for generic and \$10.00 for brand name prescriptions (three (3) months supply).
- C. 1. Single employee medical deductible shall be \$150 per year.

2. Full family, registered domestic partner, or civil union medical deductible shall be \$300 per year.

3. Co-Insurance: Remains at 80% of \$2500.

D. Employee Dental

Single deductible \$50, Family, registered domestic partner, or civil union deductible \$100. The employee dental plan shall be 80/20.

E. The Board shall establish a Section 125 Plan and bear the cost of the administration of the Section 125 Plan.

F. The Board shall offer an annual payment for “opt-out” for all medical benefits as follows: \$4,000.00 for family coverage opt-out and \$2,500.00 for single coverage opt-out. For the purposes of this Agreement “opt-out” means the employee waives all health insurance coverage provided by the Board.

G. The Board shall offer an annual payment for “opt-down” for employees who select either the Managed Choice POS (Open Access) (formerly Horizon Direct Access) or the Elect Choice EPO (Open Access) (formerly Horizon Advantage EPO) plan as their insurance plan rather than the Aetna Managed Choice POS (Open Access) (formerly Horizon PPO) plan, as follows:

Managed Choice POS (Open Access)  
(formerly Horizon Direct Access) Plan: \$1,100.00 for family coverage opt-down and \$550.00 for single coverage opt-down.

Elect Choice EPO (Open Access)  
(formerly Horizon Advantage EPO) Plan: \$2,200.00 for family coverage opt-down and \$1,100.00 for single coverage opt-down.

This annual opt-down payment shall be made to employees on a prorated basis for the months the employee has opted down from the Aetna Managed Choice POS (Open Access) (formerly Horizon PPO) plan to a less expensive plan option offered by the Board.

H. Employees shall contribute an amount toward payment of premiums at the rates set forth in tier four of P.L. 2011, Chapter 78, reduced by 20%. For example, if an employee is currently paying at a rate of

35% of the cost of premium for family insurance benefits, a 20% reduction would result in a new rate of 28% for that employee.

- I. The Board shall provide for unreimbursed "out of pocket" expenses for an annual physical not to exceed a maximum of \$250,000 annually. Additionally, the Board shall continue the current Disability Insurance plan.

6. Article XI shall be revised to read as follows:

When an administrator who has gained tenure leaves his position in Monroe Township for any reason, he shall receive a lump sum based on the following formula:

$$(1/4 \times SL) \times (1/240 \times CS)$$

SL = unused accumulated sick leave

CS = last or highest annual contractual salary under which employed

The above provision applies only to administrators employed prior to September 1, 1993. For tenured administrators employed after September 1, 1993 and through June 30, 2011, the sick leave payment shall be calculated as set forth above, but shall be limited to no more than \$14,000 (fourteen thousand dollars). For tenured administrators employed after June 30, 2011, the sick leave payment shall be calculated as set forth above, but shall be limited to no more than \$14,000 (fourteen thousand dollars) and shall be payable only at the time of retirement from a State-administered or locally-administered retirement system based on the leave credited on the date of retirement.

- A. Accumulated sick leave payouts for members will be treated as a non-elective employer contribution. Upon termination of employment, the lump sum payment described in this Article (see formula/amount above) shall be contributed on behalf of a member as a non-elective employer contribution to a contract the member owns as part of a plan maintained by the Board (TAX DEFERRED ANNUITY PLAN), as described in the Internal Revenue Code §403(b), as such law may change from time to time. The Board and the Association agree that current law provides that non-elective employer contributions do not show up on box one of W-2 forms and are not subject to FICA taxes. The Board and the Association further agree that: (i) a member may not elect to receive, in lieu of such non-elective employer contribution, a cash payment from the Board for supplemental compensation; and (ii) a non-elective employer contribution will not be made on behalf of a member following the month in which such member dies. Contributions to a member's 403(b) account can be made for up to five years after he or she has left service.

- B. A member who dies during his/her term of contract shall have payment for the unused (pro-rated) vacation days given to his/her estate at a rate of 1/240th of his/her last contracted salary.
- C. A member who resigns or retires during the contract year shall receive a pro-rated payment of his/her vacation days at the rate of 1/240th of his/her contracted salary.

7. Article XIII shall be revised to read as follows:

Members shall be entitled to longevity benefits, as follows:

2020-2023

15 or more consecutive years	\$1,405
20 or more consecutive years	\$1,705
25 or more consecutive years	\$2,380
30 or more consecutive years	\$2,865

Longevity shown is placed above the salary amount.

8. Article XIV shall be revised as follows:

All members of the Association who have earned or will earn their Doctorate degree during the term of this Agreement shall receive an annual educational salary differential of \$5,750. All members of the Association who have completed or will complete an additional 30 credits beyond their Master's degree (MA+30) subsequent to receiving full certification for their present administrative position during the term of this Agreement shall receive an annual educational salary differential of \$4,350. The credits must be earned through a college or university that has been accredited by an accrediting agency approved by the United States Department of Education for the area being studied in order to receive either of the aforementioned educational salary differentials.

9. Article XV shall be revised as follows:

Members who participate in overnight education programs with the approval of the Superintendent shall be compensated at the rate of \$119 per night.

10. Article XVI shall be deleted.

11. Appendix A, the following sentence shall be deleted:

The parties acknowledge and agree that Dennis Ventrello is exempt from the minimum and maximum guide.

12. Appendix A, the following sentence shall be added:

The parties acknowledge and agree that Chari Chanley is exempt from the minimum and maximum guide.

13. Appendix A. Add New Paragraph to read as follows:

Members shall be entitled to retroactive compensation should this contract expire prior to ratification of the next. This compensation will be issued to all members within 45-days of ratification of the new contract.

This Memorandum of Agreement represents the complete and final agreement between the parties and is contingent upon ratification and approval by the parties. All proposals, whether written or oral, presented by the Board and the Association during the course of negotiations are deemed withdrawn and not part of this Memorandum of Agreement. This Memorandum of Agreement cannot be modified except by a writing signed by the parties.

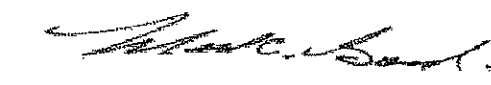
IN WITNESS WHEREOF, the parties have caused their names to be subscribed by their duly authorized officers and representatives as follows.

MONROE TOWNSHIP  
BOARD OF EDUCATION

  
\_\_\_\_\_  
STEVEN RIBACK  
President and Negotiations Chair

5-8-20  
\_\_\_\_\_  
Date

ATTEST:

  
\_\_\_\_\_  
MICHAEL C. GORSKI, CPA  
Business Administrator/Board Secretary

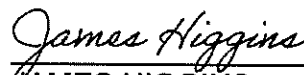
05/08/20  
\_\_\_\_\_  
Date

MONROE TOWNSHIP  
EDUCATION ASSOCIATION

  
\_\_\_\_\_  
SCOTT MADREPERLA  
President and Negotiations Chair

05/06/2020  
\_\_\_\_\_  
Date

WITNESS:

  
\_\_\_\_\_  
JAMES HIGGINS  
Vice-President

May 06, 2020  
\_\_\_\_\_  
Date