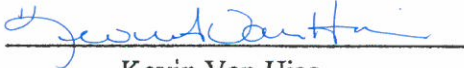


ARTICLE XVII - DURATION OF AGREEMENT

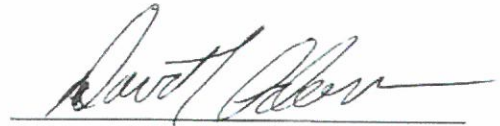
- A. This Agreement shall be effective as of July 1, 2018, and shall continue in full force and effect until June 30, 2021. This Agreement shall not be extended orally and may not be modified in whole or in part except by an instrument in writing, duly executed by both parties.
- B. IN WITNESS WHEREOF, the Association has caused this Agreement to be signed by its President and Secretary and the Board has caused this Agreement to be signed by the President, attested to by its Secretary and its corporate seal to be placed hereon.

LAWRENCE TOWNSHIP
BOARD OF EDUCATION

LAWRENCE TOWNSHIP
PRINCIPALS' AND SUPERVISORS'
ASSOCIATION



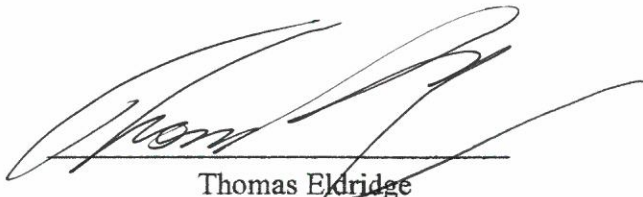
Kevin Van Hise
President



David Adam
President

Attest:

Attest:



Thomas Eldridge
Secretary



Alyson Fischer
Secretary

MEMORANDUM OF AGREEMENT

Board of Education of the Lawrence Township Public Schools and Lawrence Township Principals' and Supervisors' Association

For the Period from July 1, 2018, to June 30, 2021

The negotiations team of the **Board of Education of the Lawrence Township Public Schools** ("Board") and the negotiations team of **Lawrence Township Principals' and Supervisors' Association** ("Association") (collectively "the parties") agree to recommend, respectively, without reservation, the ratification and approval of the following agreements to be included in a new collective negotiations agreement ("CNA"):

1. This Memorandum of Agreement shall be subject to ratification by the Board and the Association;
2. Except as modified by the terms of this Memorandum of Agreement, the terms of the CNA between the Board and the Association for the period from July 1, 2015, through June 30, 2018, shall remain in full force and effect;
3. The term of the new CNA shall be July 1, 2018, through June 30, 2021;
4. The new CNA shall incorporate the new salary schedule for employees in the unit;
5. Modifications to the July 1, 2015, through June 30, 2018, CNA agreed to by the negotiations teams of the Board and the Association are the following;

(a) Article IX-Vacation

- A. Revise to read: Twelve-month employees shall receive twenty-three (23) vacation days per year. Administrators hired new to the unit on or after July 1, 2018, shall earn seventeen (17) vacation days in the first year of service and one (1) additional vacation day in each subsequent year of service up to a maximum of twenty (20) vacation days.
- B. Add new language: An employee who separates from the district prior to June 30th of a given school year shall only earn vacation credit for that year for the period of employment. Vacation shall be prorated based upon the vacation day allowance specified in the contract.

Re-letter the remaining sections of Article IX.

(b) Article XII-Retirement Benefits

A. Unused Sick Leave-Revise with the following addition to Article XII, A. 1 and 2.

Effective July 1, 2020, the maximum payments for unused accumulated sick leave at retirement shall be the following:

Twelve-month employees \$10,000

Ten-month employees \$8,000

(c) Article XVI-Salary and Factors

The 2017-2018 salary base for the unit shall increase by 2.90% for 2018-2019 school year.*

The 2018-2019 salary base for the unit shall increase by 2.90% for the 2019-2020 school year.*

The 2019-2020 salary base for the unit shall increase by 2.90% for the 2020-2021 school year.*

*(The cost to move ten-month employees to twelve-month employees shall be borne by the Board. Said cost shall be in addition to the negotiated percentage salary increase.)

The individual member salary distribution shall be mutually developed and agreed upon. Based upon said allocations to the unit, the parties recognize that adjustments to the Maximum Salary Base may be necessary. Any adjustments shall be mutually developed and agreed upon.

(d) Article XVII-Work Day/Year (New Article)

During the term of the Agreement (July 1, 2018 to June 30, 2021) the work year for four (4) of the ten (10) existing ten-month administrators shall increase to a twelve-month work year. The work year change shall occur effective July 1 of a contract year. The per diem formula for all calculations shall be 1/240.

The cost to move ten-month employees to twelve-month employees shall be borne by the Board. Said cost shall be in addition to the negotiated percentage salary increase. The formula to move the ten-month employees (1/200) to twelve-month employees (1/240) shall be mutually agreed upon.

The unit positions identified and mutually agreed upon to move from a ten-month work year to a twelve-month work year in the established time frame, as identified by the BOE in a separate memorandum and provided to LTPSA, are:

- Supervisor of Guidance (1)
- LTPSA Administrators (3)

(e) Duration of Agreement shall be retitled as Article XVIII. It shall be revised to read:


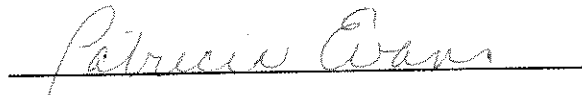
A. This Agreement shall be effective July 1, 2018, and shall continue in full force and effect until June 30, 2021. This Agreement shall not be extended orally and may not be modified in whole or in part except by an instrument in writing, duly executed by both parties.

6. 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.

Board of Education of the Lawrence Township Public Schools

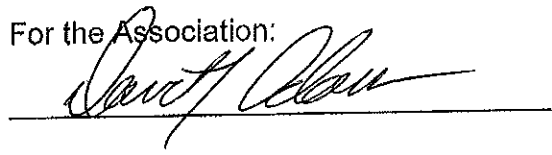

For the Board:

 _____  _____

Date: 5/17/18

Lawrence Township Principals' and Supervisors' Association

For the Association:

 _____  _____

Date: 5-17-2018