

Memorandum of Agreement
Between
Union Twp. Board of Education
And The
Union Township Assoc. of School Administrators

1. Duration: Sept 1, 2012 - Aug 31, 2014
2. Bd. Proposal #3 re Article 1, entitled Recognition shall be changed in accordance w/ the Board's proposal as attached
3. Bd. Proposal #5 re Article 14.02 shall be changed in accordance w/ the Bd's proposal as attached.
4. Bd. Proposal #6 Article 15.01, Health Insurance shall be changed in accordance w/ the Bd's proposal as attached.
5. Bd. Proposal #7 re Article 19, Payroll Check-off items shall be changed in accordance w/ the Bd's proposal as attached

6. Article 20.10, Salary Guide,
shall be increased as follows:

2012-13 2% inclusive of increment

2013-14 2½% inclusive of increment

7. Article 20.14.1 shall be changed
from 18 years to 20 years.

8. Bd Proposal #12 re Article 20
shall be changed in accordance
w/ the Bd's proposal as attached.

9. All proposals not included in this
memorandum of agreement are
withdrawn. The negotiating
committees for the above captioned
parties agree to recommend this
MOA to their respective parties for
ratification.

Union Rep B/E

Union Rep Assoc of School Admin

Pa 303

PROPOSAL FOR A SUCCESSOR
COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE
UNION TOWNSHIP BOARD OF EDUCATION
AND THE
UNION TOWNSHIP ASSOCIATION OF SCHOOL ADMINISTRATORS

1. Duration - September 1, 2012 through August 31, 2014.
2. Change all dates throughout the new Collective Bargaining Agreement to conform with the agreed upon duration. *Agreed 6/6/13*
3. Article 1, entitled Recognition, shall be revised to reflect the current titles in the bargaining unit. The revised language shall state:

The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiations concerning grievances and terms and conditions of employment for the following school administrators: Principals, Vice Principals, 11-month Directors, 10-month Supervisors and 12-month Supervisors. All other titles shall be excluded from the bargaining unit. *Agreed 6/6/13*

- ~~4. Article 7.03, shall be modified as follows:~~

- ~~• One (1) year through fifteen (15) years as an Administrator in the district - twenty (20) working days.~~
 - ~~• Over fifteen (15) years as an Administrator in the district - twenty-five (25) working days.~~
- W/D*

~~A twelve (12) month Administrator with less than one (1) year as an Administrator in the district will earn one (1) vacation day for each month of employment during that first year.~~

5. Article 14.02, shall be revised to state:

Sept 1, 2013
~~Effective the date of ratification,~~ the Board agrees to reimburse Administrators at fifty (50%) percent of the Kean University rate per approved graduate credit (or ~~approved under graduate credits~~ at the current New Jersey State college Undergraduate Tuition rate per credit) up to nine (9) credit hours per contract year, for courses taken at accredited college, in (1) a program of study which is constituted of a minimum of twenty-four (24) graduate credit hours

in education or related to education which program of study is in furtherance to the Administrator's professional education; or (2) for those Administrators possessing an earned Master's degree, for courses in education or related to education in furtherance of the Administrator's professional education; or (3) for Administrator's possessing an earned Master's degree, for courses in a program of study which is designed to result in an earned Doctoral degree in education or related to education, in furtherance of the Administrator's professional education; or (4) for Administrator's possessing a Master's degree for courses intended to result in additional administrative certification(s) in subject matters specifically approved by the Superintendent.

[These Administrators electing to attend a private college or university will be eligible for reimbursement up to the equivalent of the highest tuition charged by a New Jersey State College. This rate shall be set annually on July 31 and shall be the rate for that school year.]

Any adjustment must be approved by the Superintendent prior to receiving written approval of the memorandum of agreement will be reimbursed in accordance with the terms of the 2009-2012 Agreement.

- 6. Article 15.01, Health Insurance, Second Sentence, shall be revised by deleting "husband-wife" and replacing it with "member-spouse."

Article 15.01.2, shall be revised by deleting:

Benefit level shall be equal to or better than the existing plan(s) if and when the Board changes carriers. Effective July 1, 2012 and thereafter.

Article 15.04.5, shall be revised by deleting:

The Association shall have the right to reject the selection of a new health or dental benefits insurance provider for any of the reasons set forth in Article XV, subparagraph 15.04 (15.04.2 through 15.04.4). Such rejection, if it occurs, may be submitted to arbitration under the terms of Article III.

- 7. Article 19, Payroll Check-Off Items, shall be changed to "Payroll Deductions."
- 8. Article 20.10, Salary Guides, shall be revised to reflect the salary adjustment agreed upon by the parties.

Agreed 6/6/13

Agreed 6/6/13

9. Article 20.10.1, shall be revised by deleting:

~~If the building principal or vice principal is required to supervise and evaluate a specific department, they will receive a stipend of \$4,500 in addition to their regular salary.~~

10. Article 20.14, shall be revised by adding the following sentence:

However, in no event shall this payment exceed \$15,000 or the value (\$100 per day up to 350 days) of the Administrator's accumulated sick leave as of the date of ratification.

11. Article 20.14.1, shall be revised by deleting:

~~"At time of resignation Administrators with eighteen (18) or more years of service in the district shall apply to the Secretary of the Board for payment of accumulated sick leave."~~

12. The following new Section shall be added to Article 20:

All Administrators will use direct deposit for payroll purposes. All Administrators will be able to obtain payroll information via an employee portal established by the district.

THE BOARD RESERVES THE RIGHT TO ADD, DELETE OR CHANGE ITS PROPOSAL.