

**THE BOARD OF EDUCATION OF THE TOWNSHIP OF SPRINGFIELD
IN THE COUNTY OF UNION**

AND

THE SPRINGFIELD EDUCATION ASSOCIATION

**MEMORANDUM OF AGREEMENT FOR
SUCCESSOR COLLECTIVE BARGAINING AGREEMENT THROUGH JUNE 30, 2011**

THIS MEMORANDUM OF AGREEMENT made this 10th day of May 2010 between **THE BOARD OF EDUCATION OF THE TOWNSHIP OF SPRINGFIELD IN THE COUNTY OF UNION** (hereinafter called the "Board") and **SPRINGFIELD EDUCATION ASSOCIATION** (hereinafter called the "Association").

WHEREAS, the Board and the Association are parties to a collective bargaining agreement (the "Current Agreement") which covers certain employees and which is scheduled to terminate on June 30, 2010; and

WHEREAS, the parties have engaged in negotiations to settle upon a successor agreement to the Current Agreement to become effective after termination of the Current Agreement; and

WHEREAS, representatives of the parties have reached an agreement in principle concerning contract terms and conditions to run through June 30, 2011, and desire that this Memorandum of Agreement memorialize the successor agreement (the "Successor Agreement"), subject to ratification by both parties' memberships; and

WHEREAS, the parties desire to implement the Successor Agreement without undue delay.

NOW THEREFORE BE IT RESOLVED as follows:

1. The Current Agreement shall be terminated, and the Successor Agreement shall be implemented, effective upon the date the last party ratifies this Memorandum of Agreement (the "Effective Date"). Either party may rescind its ratification of this Memorandum of Agreement before the Effective Date, but not thereafter. This Successor Agreement shall be invalid unless ratified by both parties by on or before May 17, 2010.
2. The terms and conditions of the Current Agreement shall be incorporated herein as if set forth at full length, except as superceded and amended by this Memorandum of Agreement.
3. The term of the Successor Agreement shall run through June 30, 2011.
4. All employees covered under the Successor Agreement shall receive during the 2010-2011 school year the same rate of annual salary, health and fringe benefits, stipends and other compensation as they received during the 2009-2010 school year; subject to the following:

- a. Employees who, by working another year in the 2010-2011 school year, would have become eligible for a higher longevity increase based on their years of service if they had worked that same number of years during the 2009-2010 school year, shall be entitled to that higher longevity increase during the 2010-2011 school year.
 - b. Employees who, by obtaining a higher level post-graduate degree and/or credit status effective the 2010-2011 school year, would have obtained a higher salary if they had obtained that status during the 2009-2010 school year and complied with the requirements of the Current Agreement and Board Policy, shall receive that higher salary during the 2010-2011 school year.
5. This Memorandum of Agreement, which includes the terms and conditions incorporated herein, shall be given full force and effect as the Successor Agreement upon the Effective Date, notwithstanding subsequent further memorialization of the Successor Agreement in one instrument.

IN WITNESS WHEREOF, representatives of the Board and the Association have hereunto set their hands on the day and year first written above:

SPRINGFIELD TOWNSHIP BOARD OF EDUCATION

By: Jacqueline P. Shanes, Chair of Negotiations

Witness: [Signature]

SPRINGFIELD EDUCATION ASSOCIATION

By: Candace S. [Signature]

Witness: [Signature]

Shari Scheckman
 [Signature]
 Debra A. LoScazio

Steve [Signature]
 Anthony [Signature]
 Robert [Signature]
 Amy W. [Signature]
 [Signature]