

**MEMORANDUM OF AGREEMENT
BETWEEN THE
BRICK TOWNSHIP BOARD OF EDUCATION
AND
BRICK TOWNSHIP ASSOCIATION OF SCHOOL ADMINISTRATORS**

This Memorandum of Agreement (MOA) is entered by and between the
**Brick Township Board of Education and Brick Township Association School
Administrators**

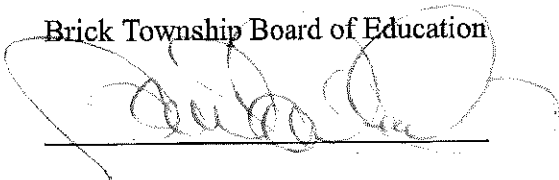
The members of the bargaining teams agree to unanimously recommend this MOA for approval by their respective members.

All provisions of the 2020-2023 agreement shall continue without change into the 2023-2026 agreement except as set forth in Board #1, BTASA #1, BTASA #3, BTASA #4, BTASA #5, BTASA #6 Revised, BTASA #8, BTASA #9, BTASA #10 Revised A (Board Counter) and BTASA #13.

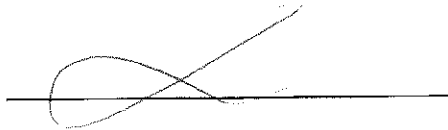
And signed by the Chief Negotiators on

April 25, 2023

Brick Township Board of Education

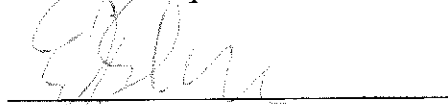


Stephanie Wohlrab
Negotiations Chairperson



James W. Edwards, Jr., CPA
Business Administrator/Board Secretary

Brick Township Association of Non-Certificated Supervisors and Administrative Secretaries



Edward Sarluca
President



John Billen
Lead Negotiator

**Brick Township Board of Education
And
Brick Township Association of School Administrators**

BOARD PROPOSAL #1

ARTICLE/LOCATION Article XVII/ Section A3 & A4

PAGE OF EXISTING CONTRACT 8

CURRENT LANGUAGE

3. The Medical Insurance Plan offered is to be the Direct 20 Plan Modified as offered by Horizon Blue Cross/Blue Shield with all requirements of that Direct 20 Plan Modified.

The Board May offer other less costly plans for employees to select from provided the Direct 20 Plan Modified is maintained and offered.

PROPOSED LANGUAGE

3. The Medical Insurance Plan offered ~~shall be as follows: is to be the Direct 20 Plan Modified as offered by Horizon Blue Cross/Blue Shield with all requirements of that Direct 20 Plan Modified.~~

~~The Board May offer other less costly plans for employees to select from provided the Direct 20 Plan Modified is maintained and offered.~~

Benefit	In-Network	Out-of-Network
Benefit Period	Calendar Year	
Deductible		
Individual	None	\$100
Family	None	\$250
	Deductible is Calendar Year.	
Coinsurance	100%	70% @ 150% CMS
Maximum Out of Pocket		

Individual	\$400	\$2,000
Family	\$800	\$5,000
<p>Split Maximum Out of Pocket is Calendar Year. The deductible, coinsurance, and copayments apply to the Maximum Out of Pocket. Balances from non-participating providers over our allowance are not eligible towards the Maximum Out of Pocket.</p>		
Benefit Period Maximum	Unlimited	
Lifetime Maximum	Unlimited	
Primary Care Physician Selection	Not Required	
Doctor's Office Visits		
Primary Care Office Visit	100% after \$20 copay	70% @ 150% CMS after deductible
A primary care physician is a general or family practitioner, internist or pediatrician		
Specialist Office Visit	100% after \$20 copay	70% @ 150% CMS after deductible
A referral is not required to visit a specialist.		
Maternity Visits	100% after \$20 copay Copay applies to 1st visit only	70% @ 150% CMS after deductible
Dependent children are eligible for Maternity/Obstetrical Benefits.		
Allergy Testing and Treatment	100%	70% @ 150% CMS after deductible
Preventive Care		
Routine Adult Physicals, GYN Exams, PAP, Mammograms, Prostate Cancer Screening, Colorectal Screening, Immunizations	100%	70% @ 150% CMS (no deductible)
Well Child Exams	100%	70% @ 150% CMS (no deductible)

Well Child Immunizations and Lead Screening	100%	70% @ 150% CMS (no deductible)
Diagnostic Procedures		
Laboratory	100% in Office or in a Preferred Lab 100% in Outpatient facility	70% @ 150% CMS after deductible
Outpatient X-ray/Radiology Services	100% in office 100% in Outpatient facility	70% @ 150% CMS after deductible
<p>CT/CTA Scans, Pet Scans, MRIs/MRAs, Nuclear Medicine studies (including Nuclear Cardiology) require prior authorization. Advanced/Complex Radiology may pay at a different benefit level than listed above. The ordering physician should request the prior authorization and provide the necessary clinical information. Once the authorization number is received, the member may schedule an appointment.</p>		
Hospital Care		
Inpatient Admission (including maternity)	100%	70%
Pre-admission Testing	100%	70%
Surgery in Hospital	100%	70%
Inpatient Physician Services	100%	70%
Outpatient Dept. Services	100%	70%
Emergency Care		

Emergency Room	100% after \$50 facility copayment Payment at the in-network level across-the-board applies only to true Medical Emergencies & Accidental Injuries.	
Ambulance	100%	70%

Outpatient Surgery		
Hospital Outpatient Surgery	100%	70%
Surgery in an Ambulatory SurgiCenter	100%	70%
Services performed at a non-participating ambulatory surgery center are reimbursed at Payment Allowance and therefore may result in significant out of pocket costs.		
Mental Health Services		
Inpatient	100%	70% @ 150% CMS after deductible
Outpatient department	100%	70% @ 150% CMS after deductible
Office setting	100% after \$20 copay	70% @ 150% CMS after deductible
Substance Abuse Services		
Inpatient	100%	70% @ 150% CMS after deductible

Outpatient department	100%	70% @ 150% CMS after deductible
Office setting	100% after \$20 copay	70% @ 150% CMS after deductible
Alcohol Abuse Services		
Inpatient	100%	70% @ 150% CMS after deductible
Outpatient department	100%	70% @ 150% CMS after deductible
Office setting	100% after \$20 copay	70% @ 150% CMS after deductible
Inpatient and Outpatient Mental Health/Substance Abuse/Alcoholism Services must be coordinated.		
Other Services		
Acupuncture	100% after \$20 copay	70% @ 150% CMS after deductible
Bariatric Surgery	100%	70% @ 150% CMS after deductible
Diabetic Education	100% after \$20 copay	70% @ 150% CMS after deductible
Diabetic Supplies	100%	70% @ 150% CMS after deductible
Durable Medical Equipment	100%	70% @ 150% CMS after deductible

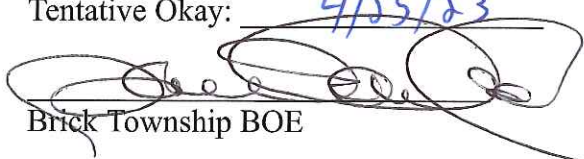
Home Health Care	100%	70% @ 150% CMS after deductible
Hospice Care	100%	70% @ 150% CMS after deductible
Infertility (including in-vitro fertilization)	100% after \$20 copay	70% @ 150% CMS after deductible Limited to 4 egg retrievals per lifetime
Nutritional Counseling	100% after \$20 copay	70% @ 150% CMS after deductible
	Limited to 3 visits per benefit period	
Orthotics and Prosthetics <small>(Per NJ mandate)</small>	100% after \$20 copay	70% @ 150% CMS after deductible
Physical Rehabilitation Facility Inpatient Services	100%	70% @ 150% CMS after deductible
Private Duty Nursing	100%	70% @ 150% CMS after deductible
	Unlimited	
Short-term Therapies: Physical, Occupational, Speech, Respiratory	100% after \$20 copay	70% @ 150% CMS after deductible
Skilled Nursing Facility/Extended Care Center	100% up to 120 days	70% @ 150% CMS after deductible up to 60 days

Therapeutic Manipulation (Chiropractic Care)	100% after \$20 copay	70% @ 150% CMS after deductible
	30 visit maximum per benefit period	
Vision - Routine Eye Exam	100% after \$20 copay	70% @ 150% CMS after deductible
Vision Hardware	Not covered	
Telemedicine	100% after \$15 copay	Not covered
Prescription Drugs	Not covered under medical. Covered under Prescription Plan.	

Eligibility	Dependent children, including full-time students are covered until the end of the calendar year in which they reach the age of 26. Handicapped dependents are covered beyond the child removal age, if the handicap occurred prior to the age of 26. Under certain conditions, coverage may be extended for qualified dependents up to age 31.
Pre-Existing Conditions	Not applicable
Grandfathered	Not applicable
Prior Authorization	Some services/procedures require prior authorization.
24/7 Nurse Line	24/7 Nurse Line is a health information service that includes a toll free 24 hour health information line staffed by registered nurses. 24/7 Nurse Line nurses do not diagnose or recommend any treatment. Instead, they provide the member with the necessary health information needed to make informed medical decisions. This helps members determine if their health ailment requires a doctor's visit.

The Board may offer other less costly plans for employees to select from provided the above Plan is maintained and offered.

Tentative Okay: 4/25/23


Brick Township BOE


BTANSAS
BTASA

**Brick Township Board of Education
And
Brick Township Association of School Administrators**



Proposal **BTASA Proposal # 1**

Article/Location **I. Recognition**

Page of Existing Contract **2**

Current Language:

The Board of Education of the Township of Brick (hereinafter referred to as the Board) recognizes the Brick Township Association of School Administrators (hereinafter referred to as the BTASA) as the official and exclusive bargaining agent for collective negotiations concerning salaries and condition of work for the following groups within. The terms administrator hereinafter will mean these members of the bargaining unit:

- A. Principals
- B. Assistant and/or Vice Principals
- C. Subject Supervisors
- D. Directors
- E. District Directors

Proposed Language:

The Board of Education of the Township of Brick (hereinafter referred to as the Board) recognizes the Brick Township Association of School Administrators (hereinafter referred to as the BTASA) as the official and exclusive bargaining agent for collective negotiations concerning salaries and condition of work for the following groups within. The terms administrator hereinafter will mean these members of the bargaining unit:

- A. Principals
- B. Assistant and/or Vice Principals
- C. **Subject** Supervisors
- D. **Directors Athletic Directors/Assistant Principals**
- E. District Directors

Tentative Okay: 2/21/23



Brick Township BOE



BTASA

**Brick Township Board of Education
And
Brick Township Association of School Administrators**



Proposal **BTASA Proposal # 3**

Article/Location **XX (end of second paragraph)**

Page of Existing Contract **10**

Current Language:

XX. Upon separation from employment, administrators will be paid at their then current per diem rate for any earned but unused vacation days.

Proposed Language:

XX. Upon separation from employment, administrators will be paid at their then current per diem rate for any earned but unused vacation days. **Administrators will be paid within 120 calendar days of separation from the district.**

Tentative Okay: 2/21/2023

Brick Township BOE

BTASA

**Brick Township Board of Education
And
Brick Township Association of School Administrators**

Proposal

BTASA Proposal # 4

Article/Location

XV Sick Leave C. 3. b.



Page of Existing Contract

7

Current Language:

C.3.b. All administrators hired as an administrator on or before July 1, 2010 will not exceed \$15,000.

Proposed Language:

C.3.b. All administrators hired as an administrator on or before July 1, 2010 will not exceed \$15,000. **Administrators will be paid within 120 calendar days of separation from the district.**

Tentative Okay: _____

Brick Township BOE

BTASA

**Brick Township Board of Education
And
Brick Township Association of School Administrators**



Proposal	BTASA Proposal # 5
Article/Location	XXI: Tuition Reimbursement
Page of Existing Contract	11

Current Language:

Application Process

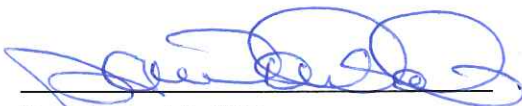
Members who wish to apply for reimbursement must submit their request to the Superintendent by September 30th of the year prior to the year they wish to begin the program. The reimbursement request will include university documentation stating the annual program cost.

Proposed Language:

Application Process

Members who wish to apply for reimbursement must submit their request to the Superintendent ~~by September 30th of the year prior to the year they wish to begin the program prior to acceptance into the program.~~ The reimbursement request will include university documentation stating the annual program cost. **Once approved, the member can start classes for the following academic session.**

Tentative Okay: 


Brick Township BOE


BTASA

**Brick Township Board of Education
And
Brick Township Association of School Administrators**



Proposal	BTASA Proposal # 6 Revised
Article/Location	XXI: Tuition Reimbursement
Page of Existing Contract	11

Current Language:

Reimbursement Process

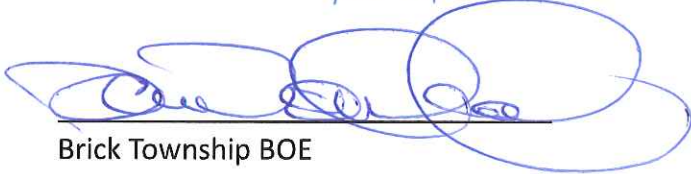
Reimbursement checks will be issued after receiving approval at the Board meeting following submission of the required documentation.

Proposed Language:

Reimbursement Process

Reimbursement checks will be issued ~~after receiving approval at the Board meeting~~ **within 45 days of receiving approval** following submission of the required documentation.

Tentative Okay: 3/28/23



Brick Township BOE



BTASA

**Brick Township Board of Education
And
Brick Township Association of School Administrators**

Proposal	BTASA Proposal # 8
Article/Location	XVII. Insurance and Hospitalization / C.
Page of Existing Contract	9



Current Language:

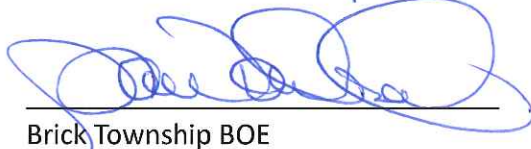
Upon the permanent separation from employment of any employee who has been covered under the Board's health-care plans, any payments which had been provided on the employee's behalf by the Board shall cease immediately following the employee's last day on the payroll. The coverage shall also immediately be terminated unless the employee has arranged prior thereto for its continuation, consistent with his/her rights, if any, under law.

Proposed Language:

Upon the permanent separation from employment, **excluding death**, of any employee, who has been covered under the Board's health-care plans, any payments which had been provided on the employee's behalf by the Board shall cease immediately following the employee's last day on the payroll. The coverage shall also immediately be terminated unless the employee has arranged prior thereto for its continuation, consistent with his/her rights, if any, under law. **In the event of a current employee's death said employee's dependents covered by the Board at the time of death shall be able to maintain coverage for forty-five days from the date of death at no cost to the dependents.**

Tentative Okay: _____

3/7/23



Brick Township BOE



BTASA

**Brick Township Board of Education
And
Brick Township Association of School Administrators**



Proposal

BTASA Proposal # 9

Article/Location

Schedule A / Note:

Page of Existing Contract

13

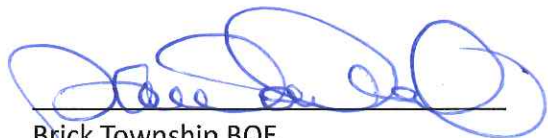
Current Language:

Salary of \$160,000.00 There is a salary of \$160,000.00 that is applicable to only one (1) employee in the BTASA. The salary of \$160,000.00 for this one (1) employee shall be frozen (i.e. remain exactly the same amount) until such time as the salary increases, including increases in additional compensation under this Schedule A, utilize the \$6,876 of involuntary transfer compensation being paid as of June 30, 2020.

Proposed Language:

~~Salary of \$160,000.00 There is a salary of \$160,000.00 that is applicable to only one (1) employee in the BTASA. The salary of \$160,000.00 for this one (1) employee shall be frozen (i.e. remain exactly the same amount) until such time as the salary increases, including increases in additional compensation under this Schedule A, utilize the \$6,876 of involuntary transfer compensation being paid as of June 30, 2020.~~

Tentative Okay: 3/7/23



Brick Township BOE



BTASA

**Brick Township Board of Education
And
Brick Township Association of School Administrators**

Proposal BTASA Proposal # 10 Revised A – **Board 4/3/23 Counter** ✓
Article/Location VI. Salaries (third paragraph)
Page of Existing Contract 3

Current Language:

The base salary cost of \$4,516,599 for the 2019-2020 school year will generate a 2.0% increase in the base salary costs for the 2020-2021 school year. The base salary costs for the 2020-2021 school year will generate a 2.0% increase in the base salary cost for the 2021-2022 school year. The base salary costs for the 2021-2022 school year will generate a 2.0% increase in the base salary costs for the 2022-2023 school year. All increases are considered “across the board” wage increases on the employees’ base salaries. During the term of this agreement new hires to the positions covered by this agreement will be placed within the range utilizing Schedule A.

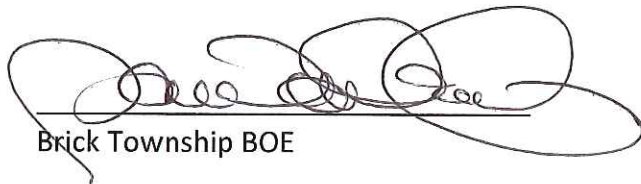
Proposed Language:

The base salary cost of ~~\$4,516,599 for the 2019-2020 school year~~ **\$4,739,767** for the **2022-2023** school year will generate a ~~2.0%~~ **3.95%** increase in the base salary costs for the ~~2020-2021~~ **2023-2024** school year. The base salary costs for the ~~2020-2021~~ **2023-2024** school year will generate a ~~2.0%~~ **3.30%** increase in the base salary cost for the ~~2021-2022~~ **2024-2025** school year. The base salary costs for the ~~2021-2022~~ **2024-2025** school year will generate a ~~2.0%~~ **3.07%** increase in the base salary costs for the ~~2022-2023~~ **2025-2026** school year. ~~All increases are considered “across the board” wage increases on the employees’ base salaries. Increases to the employee’s base salaries will be the same dollar amount for all employees covered by this agreement.~~ During the term of this agreement new hires to the positions covered by this agreement will be placed within the range utilizing Schedule A.

For the term of this agreement, each member will receive the following salary increases based on the percentages above:

2023-2024 \$4,800.00
2024-2025 \$4,170.00
2025-2026 \$4,000.00

Tentative Okay: 4/25/23



Brick Township BOE



BTASA

✓

**Brick Township Board of Education
And
Brick Township Association of School Administrators**

Proposal	BTASA Proposal # 13
Article/Location	Schedule A / 2022-2023
Page of Existing Contract	12

Current Language:

\$3,225 SUPERVISORS OF CURRICULUM AND INSTRUCTION

Proposed Language:

~~\$3,225~~ **\$3,725** SUPERVISORS OF CURRICULUM AND INSTRUCTION

Tentative Okay: _____

4/25/23

Brick Township BOE

BTASA