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**MEMORANDUM OF AGREEMENT  
BETWEEN  
UNION TOWNSHIP BOARD OF EDUCATION (Board)  
And  
UNION TOWNSHIP EDUCATION ASSOCIATION (Association)  
for a Successor Contract to the Current Contract  
Between the Board and the Association  
For the Period September 1, 2017 to August 31, 2020**

**THIS MEMORANDUM OF AGREEMENT** is made this 5th day of December, 2017, by and between the negotiating teams representing the Board and the Association.

**WHEREAS**, the parties have been engaged in negotiations in good faith in an effort to arrive at a successor agreement to a contract which expired on August 31, 2017; and

**WHEREAS**, the parties have arrived at a Memorandum of Agreement which each will present to their respective constituents, along with their recommendations for acceptance and ratification.

**NOW, THEREFORE**, in consideration of the mutual covenants contained herein, the parties stipulate as to the following:

1. The provisions of this Memorandum are subject to and contingent upon ratification by the parties represented by the signatories herein to the contract and to the execution of a more formal contract.
2. The Contract shall cover the period of September 1, 2017 to August 31, 2020.
3. All portions of the most recently expired contract and not modified by the terms of this Memorandum shall continue to be of full force and effect and be carried forward and be incorporated into the September 1, 2017 to August 31, 2020 Contract.
4. A duplicate of this Memorandum has been furnished to and been received by representatives of the parties herein.
5. Unless otherwise noted, all dates involving the duration in the contract shall be conformed to the duration of the September 1, 2017 to August 31, 2020 Contract.
6. All items agreed to by and between the parties during negotiations shall be incorporated into the September 1, 2017 to August 31, 2020 Contract.
7. *The parties agree as follows:*

8. **COVER PAGE**

**DELETE:**

September 1, 2014 to August 31, 2017

**SUBSTITUTE:**

September 1, 2017 to August 31, 2020

9. **SALARY**

The amount of the increase for each year shall be inclusive of the cost of increment. It is expressly understood that this salary increase applies to total base salaries only.

|             |  |       |  |
|-------------|--|-------|--|
| 2017 - 2018 | Teachers   | 2.70% |  |
|             | Secretaries, Teacher Assistants, and Security Officers | 3.0%  |  |
| 2018 - 2019 | Teachers   | 2.70% |  |
|             | Secretaries, Teacher Assistants, and Security Officers | 3.0%  |  |
| 2019 - 2020 | Teachers   | 2.70% |  |
|             | Secretaries, Teacher Assistants, and Security Officers | 3.0%  |  |

The Board and the Association shall jointly revise the salary guide. Salary adjustments may result in a modification of current salary guides, scales and steps, including the implementation of additional steps. Salary distribution and salary guide construction shall be mutually agreed upon by the Association and the Board.

Retroactive salary, payments, salary adjustments, stipend adjustments, and adjustments in compensation items, if any, shall be retroactive to September 1, 2017 and shall not be made earlier than thirty (30) days after the final Collective Bargaining Agreement with salary guides is signed by the representatives of the Board and the Association and each party has received a signed copy.

10. **EXTRA-CURRICULAR, COACHING, AND EXTRA CURRICULAR SALARIES**

|           |   |
|-----------|---|
| 2017-2018 | Same salaries as set forth for the 2016-2017 contract year. |
| 2018-2019 | 2.5%  |
| 2019-2020 | 2.5%  |

All stipends, compensation rates or monetary amounts listed in the Collective Bargaining Agreement and not changed in this Memorandum of Agreement shall remain at their 2016-2017 rates for the term of the Collective Bargaining Agreement.

All extra curricular positions that have been approved by the Board shall be included in the Collective Bargaining Agreement.

11. **ARTICLE 15 INSURANCE**

- A. The Board and Association agree to reviewed the language of Article 15 Insurance and delete any antiquated and irrelevant language and implement the language regarding the enrollment in the Direct 15 Health Benefit Plan.
- B. Effective as soon as possible after ratification of the Collective Bargaining Agreement by the Board and Association, all employees enrolled in Horizon Blue Cross Blue Shield Direct 20 and EPO programs shall be enrolled in Horizon Blue Cross Blue Shield Direct 15. Employees may voluntarily choose to enroll in an existing health benefits plan whose premium rates are less than the premium rates of Direct 15, or enroll in an existing health benefits plan whose premium rates are more than the premium rates of Direct 15 by paying the difference.

12. P6, 4.05

**DELETE:**

The teacher shall maintain the exclusive right and responsibility to determine marks within the marking policy of the Board based upon a professional judgment of all available criteria pertinent to a given subject area or activity for which the teacher is responsible. Marks converted to the symbolic language of Board policy, ~~i.e., 4, 3, 2, 1, F~~ and communicated to parents and students....

**SUBSTITUTE:**

The teacher shall maintain the exclusive right and responsibility to determine marks within the marking policy of the Board based upon a professional judgment of all available criteria pertinent to a given subject area or activity for which the teacher is responsible. Marks converted to the symbolic language of Board policy and communicated to parents and students....

13. P13, 6.12

**ADD:**

The regular workday for security officers at the High School, ~~and Middle School, and Jefferson School~~ shall be eight hours and thirty minutes inclusive of a lunch period and two fifteen minute breaks.

14. P29, 14.07.3b

b. Professional Day

**DELETE:**

A teacher may request to be ~~absence~~ without loss of salary to attend State-approved continuing education activities outside of the district, subject to Superintendent or his/her designee's approval. Whenever possible, the teacher will give the district at least ~~thirty~~ (60) days advance notice of the professional day being requested.

**SUBSTITUTE:**

A teacher may request to be absent without loss of salary to attend State- approved continuing education activities outside of the district, subject to Superintendent or his/her designee's approval. Whenever possible, the teacher will give the district at least thirty (30) days advance notice of the professional day being requested.

15. P40,21.06

**DELETE:**

Those teachers employed as ~~guidance counselors~~ shall receive as salary the amount set forth on the appropriate teachers salary guide (Schedule A)....

**SUBSTITUTE:**

Those teachers employed as school counselors shall receive as salary the amount set forth on the appropriate teachers salary guide (Schedule A)....

16. P40,21.07

**DELETE:**

Those teachers employed as ~~Guidance~~ Counselors, Child Study Team members (Psychologists, LDTC, Speech Teachers, Social Workers, OT/PT, ~~Transitional~~ Coordinator) ~~SAC Coordinator~~ and Attendance Officers shall receive salary as set forth on the Teachers Guide (Schedule A), plus \$2000.

**SUBSTITUTE:**

Those teachers employed as School Counselors, Child Study Team members (Psychologists, LDTC, Speech Teacher, Social Workers, OT/PT, Transition Coordinator, Student Assistance Counselor(s) and Attendance Officer shall receive salary as set forth on the Teachers Guide (Schedule A) plus \$2000.

17. P40,21.07.1

**DELETE:**

When a teacher is required by administration to cover a class for an absent teacher, and the covering teacher is thusly deprived of unassigned time, said teacher shall be compensated for such time at the rate of ~~twenty two (\$22)~~ per period

Teacher duty assignments shall not be for the purpose of covering for an absent teacher without compensation

**SUBSTITUTE:**

When a teacher is required by administration to cover a class for an absent teacher, and the covering teacher is thusly deprived of unassigned time, said teacher shall be compensated for such time at the rate of twenty three dollars and fifty cents (\$23.50) per period

Teacher duty assignments shall not be for the purpose of covering for an absent teacher without compensation

18. P41,21.10

**DELETE:**

~~New Jersey Standardized Testing shall be compensated \$38.25 per session.~~

~~Unless paid higher by federal, state, or other grant money.~~


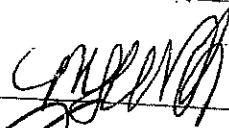
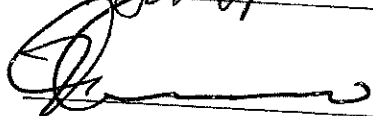
**SUBSTITUTE:**

Teachers in the morning and afternoon enrichment programs shall be paid at \$40.92 per hour.

**ADDENDUM**

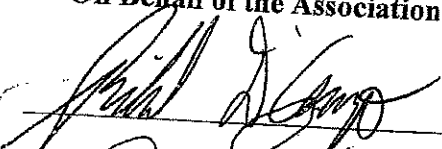

The Administration and the Association will review the rates listed on the sheet entitled UTEA Hourly Rates and determine how to incorporate them into the Collective Bargaining Agreement along with the co-curricular rates in Schedules F1 & F2 as proposed by the Association.

On Behalf of the Board

  
\_\_\_\_\_  
  
\_\_\_\_\_  
  
\_\_\_\_\_

Dated: December 5, 2017

On Behalf of the Association

  
\_\_\_\_\_  
  
\_\_\_\_\_

Ann Margaret Shannon  
Dated: December 5, 2017