

Memorandum Of Agreement
Between
Union Town Board of Education
And
Union Town Education Association

The undersigned parties
hereby agree to recommend and
vote for the following:

1. Duration: September 1, 2011 through
August 31, 2012.

2. The pending unfair labor practice,
Docket No. CO-2011-356, Change
In Health Benefits, and related
arbitration shall be withdrawn
with prejudice.

3. Each step of the salary guide shall
increase by one (1%) percent.
There shall not be any step
movement on the salary guide. At the

19/1/13

expiration of the Collective Bargaining Agreement there shall not be any step movement. The one (1%) salary increase shall become effective for 12 month employees in accordance with past practice. Those employees who work the entire year of the Collective Bargaining Agreement shall receive an additional one (1%) percent bonus on or before June 30, 2012, which shall not be added base.

4. Any employee eligible to move laterally on the salary guide for higher educational attainment shall move on April 1, 2012.

5. Negotiations for a successor collective bargaining agreement shall commence in March 2012.

6. All parties acknowledge that the following terms and conditions are subject to ratification by the Full Board and Association membership and the mediator retains jurisdiction.

7. All terms and conditions contained herein shall modify the existing collective bargaining agreement, and items not mentioned herein shall be deemed withdrawn.

8. All items previously agreed to shall remain settled and incorporated into the new agreement. This memo of agreement is agreed to on the 4th day of January 2012.

Union Tp Board of
Educators

[Handwritten signatures]
James J. Boyle
John Maglione
John Kirby
Dennis Keenan

Union Tp Education
Association

[Handwritten signatures]
Catherine Sharp
Ann Margaret Moran
James Rossi
Christina Kemp
Wendy Greenspan
Jason Ringer

19343

BASE YEAR
2010-11 Union Twp. 10-11 (Union)

Salary Guide			
Step	BA	MA	MA+30
1	54,272	58,864	62,927
2	54,588	58,688	63,253
3	54,860	58,958	63,525
4	55,134	59,231	63,799
5	55,410	59,516	64,082
6	55,688	59,818	64,375
7	55,968	60,128	64,678
8	56,250	60,448	64,988
9	56,534	60,773	65,292
10	56,822	61,104	65,606
11	57,112	61,441	65,917
12	57,406	61,784	66,235
13	57,704	62,134	66,554
14	58,006	62,491	66,871
15	58,312	62,854	67,188
U	60,376	65,337	71,501
T	60,940	65,858	73,710
S	61,140	66,974	73,728
R	62,522	68,896	76,148
Q	64,741	71,282	78,853
P	67,009	73,775	81,614
O	68,072	74,947	82,910
N	70,010	77,083	85,269
M	71,479	78,836	87,122
L	73,025	80,643	89,002
K	74,863	82,455	91,001
J	76,548	84,316	93,059
I	78,199	86,258	95,308
H	78,738	86,958	95,972
G	80,250	88,822	97,809
F	82,939	91,519	100,899
E	85,275	94,052	103,820
D	88,358	97,111	108,683
C	88,811	98,048	107,471
B	90,701	100,109	109,511
A	95,143	104,094	112,653

Staff Step	BA	MA	MA+30	Total	Percent
1	35	13	2	50	7.82%
2	13	7	2	22	3.35%
3	22	11	1	34	5.18%
4	24	8	5	37	5.64%
5	17	7	5	29	4.42%
6	10	13	4	27	4.12%
7	12	9	3	24	3.68%
8	5	9	9	23	3.51%
9	6	11	8	25	3.81%
10	3	14	10	27	4.12%
11	11	13	12	36	5.49%
12	8	13	5	26	3.91%
13	6	11	18	35	5.49%
14	5	7	10	22	3.35%
15	11	8	18	37	5.64%
U	1	7	8	16	2.44%
T	1	2	10	13	1.98%
S	3	4	11	18	2.74%
R	1	11	11	23	3.51%
Q	2	4	13	19	2.90%
P	7	1	7	15	2.29%
O	1	4	8	13	1.98%
N	2	3	9	14	2.13%
M	-	3	7	10	1.52%
L	1	4	5	10	1.52%
K	1	3	7	11	1.68%
J	1	2	13	16	2.44%
I	1	7	4	12	1.83%
H	1	-	3	4	0.61%
G	1	1	3	5	0.75%
F	1	2	1	4	0.61%
E	-	-	-	-	-
D	-	-	-	-	-
C	-	-	-	-	-
B	-	-	1	1	0.15%
A	-	-	-	-	-
Totals	211	212	233	656	100.00%
Percent	32.16%	32.32%	35.52%		

YEAR 1
2011-12 Union Twp. 10-11 (Union)

% Increase over previous year			
Step	BA	MA	MA+30
1	543	554	629
2	546	587	633
3	549	590	635
4	551	592	638
5	554	595	641
6	557	598	644
7	560	601	647
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8	568	607	653
9	569	610	656
10	572	614	659
11	576	617	662
12	579	620	666
13	584	633	685
14	594	643	705
15	604	653	715
U	609	669	737
T	611	670	737
S	625	688	751
R	647	713	789
Q	670	738	816
P	681	749	829
O	700	771	853
N	-	789	871
M	730	806	890
L	747	825	910
K	783	843	931
J	782	854	953
I	787	-	960
H	802	886	978
G	829	915	1,009
F	-	-	-
E	-	-	-
D	-	-	-
C	-	-	-
B	-	-	1,085
A	-	-	-

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% Increase over previous year			
Step	BA	MA	MA+30
1	1.00%	1.00%	1.00%
2	1.00%	1.00%	1.00%
3	1.00%	1.00%	1.00%
4	1.00%	1.00%	1.00%
5	1.00%	1.00%	1.00%
6	1.00%	1.00%	1.00%
7	1.00%	1.00%	1.00%
8	1.00%	1.00%	1.00%
9	1.00%	1.00%	1.00%
10	1.00%	1.00%	1.00%
11	1.00%	1.00%	1.00%
12	1.00%	1.00%	1.00%
13	1.00%	1.00%	1.00%
14	1.00%	1.00%	1.00%
15	1.00%	1.00%	1.00%
U	1.00%	1.00%	1.00%
T	1.00%	1.00%	1.00%
S	1.00%	1.00%	1.00%
R	1.00%	1.00%	1.00%
Q	1.00%	1.00%	1.00%
P	1.00%	1.00%	1.00%
O	1.00%	1.00%	1.00%
N	1.00%	1.00%	1.00%
M	-	1.00%	1.00%
L	1.00%	1.00%	1.00%
K	1.00%	1.00%	1.00%
J	1.00%	1.00%	1.00%
I	1.00%	1.00%	1.00%
H	1.00%	-	1.00%
G	1.00%	1.00%	1.00%
F	1.00%	1.00%	1.00%
E	-	-	-
D	-	-	-
C	-	-	-
B	-	-	1.00%
A	-	-	-

BASE YEAR
2010-11 Union Twp. 10-11 (Union)

Salary Guide

Step	10 Mo Ed. Cl	10 Mo Sec	12 Mo Sec
1	25,278	38,052	49,201
2	25,478	38,177	49,361
3	25,678	38,302	49,520
4	25,878	38,427	49,680
5	26,083	38,553	49,840
6	26,288	38,678	50,000
7	26,488	38,803	50,160
8	26,688	38,928	50,320
9	26,888	39,053	50,480
10	27,088	39,178	50,640
11	27,288	39,303	50,800
12	27,488	39,428	50,960
13	27,688	39,553	51,120
14	27,888	39,678	51,280
15	28,088	39,803	51,440
Q	29,168	40,501	52,231
P	29,268	40,801	52,331
O	29,368	40,913	52,602
N	29,468	41,013	52,923
M	29,568	41,587	53,886
L	30,060	42,059	54,269
K	31,133	42,379	54,879
J	32,452	43,813	56,828
I	33,645	45,437	57,893
H	34,653	46,792	59,628
G	35,685	48,190	61,283
F	36,611	49,437	62,755
E	37,340	50,920	64,483
D	38,151	52,447	66,220
C	39,051	54,018	-
B	39,383	57,785	-
A	41,776	58,175	-

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Staff	Step	10 Mo Ed. Cl	10 Mo Sec	12 Mo Sec	Total	Percent
	1	1	5	1	7	10.00%
	2	-	1	-	1	1.43%
	3	2	3	3	8	11.43%
	4	1	-	1	2	2.86%
	5	-	4	-	4	5.71%
	6	-	2	-	2	2.86%
	7	-	-	-	-	-
	8	1	1	1	3	4.29%
	9	-	-	-	-	-
	10	4	2	2	8	11.43%
	11	-	3	1	4	5.71%
	12	1	-	2	3	4.29%
	13	1	1	1	3	4.29%
	14	-	3	1	4	5.71%
	15	1	-	-	1	1.43%
	Q	-	1	1	2	2.86%
	P	-	8	1	9	12.86%
	O	-	1	-	1	1.43%
	N	-	1	1	2	2.86%
	M	-	-	-	-	-
	L	-	-	-	-	-
	K	-	2	-	2	2.86%
	J	-	3	1	4	5.71%
	I	-	-	-	-	-
	H	-	-	-	-	-
	G	-	-	-	-	-
	F	-	-	-	-	-
	E	-	-	-	-	-
	D	-	-	-	-	-
	C	-	-	-	-	-
	B	-	-	-	-	-
	A	-	-	-	-	-
Totals		12	41	17	70	100.00%
Percent		17.14%	58.57%	24.29%		

YEAR 1
2011-12 Union Twp. 10-11 (Union)

\$ Increase over previous year

Step	10 Mo Ed. Cl	10 Mo Sec	12 Mo Sec
1	253	381	492
2	-	382	-
3	257	383	495
4	259	-	497
5	-	386	-
6	-	387	-
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8	284	389	503
9	-	-	-
10	274	392	507
11	-	394	509
12	280	-	512
13	283	398	515
14	-	402	519
15	291	-	-
Q	-	405	522
P	-	406	523
O	-	408	-
N	-	410	529
M	-	-	-
L	-	-	-
K	-	424	-
J	-	438	558
I	-	-	-
H	-	-	-
G	-	-	-
F	-	-	-
E	-	-	-
D	-	-	-
C	-	-	-
B	-	-	-
A	-	-	-

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% Increase over previous year

Step	10 Mo Ed. Cl	10 Mo Sec	12 Mo Sec
1	1.00%	1.00%	1.00%
2	-	1.00%	-
3	1.00%	1.00%	1.00%
4	1.00%	-	1.00%
5	-	1.00%	-
6	-	1.00%	-
7	-	-	-
8	1.00%	1.00%	1.00%
9	-	-	-
10	1.00%	1.00%	1.00%
11	-	1.00%	1.00%
12	1.00%	-	1.00%
13	1.00%	1.00%	1.00%
14	-	1.00%	1.00%
15	1.00%	-	-
Q	-	1.00%	1.00%
P	-	1.00%	1.00%
O	-	1.00%	-
N	-	1.00%	1.00%
M	-	-	-
L	-	-	-
K	-	1.00%	-
J	-	1.00%	1.00%
I	-	-	-
H	-	-	-
G	-	-	-
F	-	-	-
E	-	-	-
D	-	-	-
C	-	-	-
B	-	-	-
A	-	-	-

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BASE YEAR
2010-11 *Union Twp. 10-11 (Union)*

Salary Guide

Step	TA
1	18,503
2	18,773
3	19,045
4	19,323
5	19,603
6	19,884
7	20,166
8	20,450
9	20,736
10	21,023
11	21,312
12	21,603
13	21,896
14	22,191
15	22,488
N	23,062
M	23,182
L	23,321
K	24,028
J	24,624
I	25,608
H	25,944
G	27,029
F	28,097
E	29,075
D	30,079
C	31,173
B	31,946
A	32,738

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Staff Step	TA	Total	Percent
1	26	26	24.76%
2	3	3	2.86%
3	3	3	2.86%
4	5	5	4.76%
5	3	3	2.86%
6	7	7	6.67%
7	5	5	4.76%
8	5	5	4.76%
9	8	8	7.62%
10	4	4	3.81%
11	10	10	9.52%
12	6	6	5.71%
13	7	7	6.67%
14	1	1	0.95%
15	6	6	5.71%
N	1	1	0.95%
M	-	-	-
L	-	-	-
K	1	1	0.95%
J	-	-	-
I	1	1	0.95%
H	-	-	-
G	-	-	-
F	1	1	0.95%
E	1	1	0.95%
D	-	-	-
C	1	1	0.95%
B	-	-	-
A	-	-	-
Totals	105	105	100.00%
Percent	100.00%		

YEAR 1
2011-12 Union Twp. 10-11 (Union)

\$ Increase over previous year

Step	TA
1	185
2	188
3	190
4	193
5	196
6	202
7	205
8	208
9	211
10	215
11	218
12	221
13	225
14	229
15	231
N	-
M	-
L	-
K	240
J	-
I	256
H	-
G	-
F	281
E	291
D	-
C	312
B	-
A	-

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% Increase over previous year

Step	TA
1	1.00%
2	1.00%
3	1.00%
4	1.00%
5	1.00%
6	1.00%
7	1.00%
8	1.00%
9	1.00%
10	1.00%
11	1.00%
12	1.00%
13	1.00%
14	1.00%
15	1.00%
N	-
M	-
L	-
K	1.00%
J	-
I	1.00%
H	-
G	-
F	1.00%
E	1.00%
D	-
C	1.00%
B	-
A	-

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SCHEDULE E
SECURITY MENTOR SALARIES

	2010-11 HOURLY	2011-12 HOURLY	2010-11 ANNUAL SAL	2011-12 RAISE HOURLY	2011-12 ANNUAL SALARY	2011-12 ANNUAL RAISE	2011-12 PERCENT RAISE	2011-12 BONUS FOR THOSE WHO WORK THE ENTIRE 2011-12 SCHOOL YEAR PAID OFF GUIDE ON 6/30/12 HOURLY	ANNUAL BONUS	PERCENT RAISE
CERTIFIED	\$35.22	\$35.57	\$51,280	\$0.35	\$51,793	\$513	1.00	\$0.36	\$518	1.00
NON-CERT.	\$25.82	\$26.08	\$37,594	\$0.26	\$37,970	\$376	1.00	\$0.26	\$380	1.00

SCHEDULE D
UNION TOWNSHIP NON-DEGREE TEACHERS

	2010-11 BASE SAL	2011-12 BASE SALARY	2011-12 RAISE	2011-12 PERCENT RAISE	2011-12 BONUS FOR THOSE WHO WORK THE ENTIRE 2011-12 SCHOOL YEAR PAID OFF GUIDE ON 6/30/12
DS	\$71,755	\$72,473	\$718	1.00	\$725
AD	\$86,357	\$87,221	\$864	1.00	\$872

