

Memorandum of Agreement
Between
Union Twp Bd. of Education
And
Union Twp Education Association

The above captioned parties agree to recommend for ratification the following changes to the 2012 through 2014 Collective Bargaining Agreement.

1. Duration: Sept. 1, 2014 through August 31, 2017.
2. Salaries
Sept. 1, 2014 - 2.3%, inclusive of increments salary guide to be mutually developed by the parties.

Sept. 1, 2015 - 2.3%, inclusive of increments, salary guides to be mutually developed by the parties.

Sept. 1, 2016 - 2.3%, inclusive of increments, salary guides to be mutually developed by the parties.

3. Existing Extra-Curricular hourly rates + Coaching Guides shall be increased by 2.3% each year.

Effective Sept. 1, 2014, Class D Swimming Coach shall be moved to Class B, plus any negotiated increases.

Effective Sept. 1, 2014, UMATTER shall be placed under Schedule

F-1, Club Advisors, \$1,197, plus any negotiated increases.

Effective Sept 1, 2014, ANIME, GSA and Hiking shall be placed under Schedule F-2(A): 1st year as advisor \$211; 2nd year advisor \$316; 3rd year as advisor \$422; plus any negotiated increases.

Other than Schedule F-1, F-2, G & H, Stipends shall not be increased.

Effective Sept. 1, 2014, the Drama clubs shall be deleted from Schedule F(2)(A) "Burnet Drama Club (2)" and Schedule F(2)(B) "Kawameek Drama Club (4)" shall be deleted. Schedule F(2)(B) shall be amended to include "Burnet + Kawameek Middle Schools Drama Clubs shall receive \$3000 per school, positions to be assigned by the Principal at each school.

ROTC shall be increased to
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\$4000 per year for the life of the Agreement.

4. Article 15, Insurance, shall be modified to provide that effective upon the date of ratification all new hires eligible for health benefits shall only be eligible for the Board's E. P. O. health benefits program, unless the new hire opts to pay the difference between the E. P. O. and the existing plan.

Effective upon ratification or as soon thereafter as is reasonably possible, the office co-pay shall increased to \$20.

5. Flex Scheduling - The Board shall have the right to implement a flexible schedule program. The

5. Flex Scheduling- The Board shall have the right to implement a flexible schedule program (~~Need to specify at what levels flex will be implemented~~). The Board shall seek volunteers to fill the vacant flex schedule position(s). The most senior qualified volunteer shall be assigned to the vacant flex schedule position(s). ~~Flex scheduling is understood to be exclusively used to create classroom teaching positions.~~ Flex scheduled members will begin and/or end their schedule no more than one class period earlier or later than the start or end of the school day. Flex scheduled members will not be required to attend mandatory after school meetings with the understanding that they must follow up with their individual supervisors and be responsible for the information shared therein. Participation in and implementation of flex scheduling will in no way prevent or deprive any member from being eligible for a sixth period stipend where available. On days where inclement weather closes schools early, anyone on flex schedule will end their day at the same time as all other members without penalty.

If there are no volunteers the Board shall assign the least senior qualified staff member. In the event an employee is involuntarily resigned, the employee's preference to teach a.m. or p.m. will be a consideration.

Board shall seek volunteers to fill the vacant flex schedule position(s). The most senior qualified volunteer shall be assigned to the vacant flex schedule position(s). If there are no volunteers, the Board shall assign the least senior qualified staff member. In the event an employee is involuntarily assigned, the employee's desire to teach A.M. or P.M. will be a consideration.

6. Article 11.02.2 - Change to 4 hours after the start of the school day (remove the time 11:28 a.m. for the entire district.

7. Article 14.02 - remove
14.03 - remove.

8. Article 16.03.3 to 16.16, except for 16.05, shall be deleted.

9. Article 21.07 - Remove High School Testing Coordinator receiving an additional \$3000.

Article 21.10 - Remove NTASK, GEPA, HSPA and DEPA and change to N.J. Standardized Testing.

10. The above captioned parties agree to the MOA on March 24, 2015.

UNION Board of Education

U.T.E.A.

John A. Murphy
Gregory [unclear]
[unclear]
Joseph [unclear]
Robert C. Clarke

Ch. Capt. [unclear]
James R. [unclear]
Suzanne [unclear]
Donald R. [unclear]