

**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, 2013**

THIS MEMORANDUM OF AGREEMENT made this 9th day of May 2011 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 be terminated on June 30, 2011; 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 concerning contract terms and conditions to run through June 30, 2013, and desire that this Memorandum of Agreement memorialize the successor agreement (the "Successor Agreement"), subject to ratification by both parties' membership; and

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

NOW THEREFORE BE IT RESOLVED as follows:

1. The terms and conditions of the Current Agreement shall be incorporated herein as if set forth at full length, except as superseded and amended by this Memorandum of Agreement.
2. The term of the Successor Agreement shall run from July 1, 2011 through June 30, 2013.
3. The collective annual salary of all members covered by the Current Agreement shall increase by 2% in each of the 2011-2012 and 2012-2013 school years. All stipends and other compensation shall remain at 2010-2011 school year levels. The salary guides allocating such increase are subject to development and agreement by both parties.
4. All employees covered under the Successor Agreement shall contribute 1.5% of their annual salary toward their health and fringe benefits. This 1.5% contribution requirement shall supersede the provisions of Article 7 of the Current Agreement relating to employee

contributions to health and fringe benefits. The Traditional Health Program shall no longer be available.

5. The 2011-2012 and 2012-2013 school years shall consist of 183 professional days for employees covered under the section "Part III - Teachers" in the Current Agreement, subject to the following:
- a. There shall be a half-day (single session day) the day before winter break, and on the last day of school; and
 - b. A professional development day shall take place on Election Day.

For the aides covered under the section "Part V - Aides and Bus Drivers" in the Current Agreement, a professional development program shall be held on Election Day.

6. There shall be scheduled faculty meetings on 4 Wednesdays each month, for which covered employees shall receive no additional compensation. In months where there is a fifth Wednesday, the principal shall have discretion to decide whether to offer a professional development program for teachers on the fifth Wednesday. Attendance at such a fifth Wednesday program shall be optional for staff.

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
Jacqueline P. Shanes, Chair of Negotiations Committee

By: Irwin S. Sablosky
Irwin S. Sablosky, President of the Board of Education and Member of Negotiations Committee

Witness:

[Signature]

SPRINGFIELD EDUCATION ASSOCIATION

By: Candice Schiano
Candice Schiano, President of SEA

By: Susan Satter
Susan Satter

By: Shari Scheckman
Shari Scheckman

Witness:
