

MEMORANDUM OF AGREEMENT

ELIZABETH NON-CERTIFIED ADMINISTRATORS ASSOCIATION

CONTRACT PROPOSAL FOR July 1, 2022 thru June 30, 2025

1. A three-year agreement, July 1, 2022, through June 30, 2025, retroactive to July 1, 2022.

2. Total Salary Amount (Working base) increase of:

Year 1:	4.0%
Year 2:	3.9%
Year 3:	<u>3.75%</u>
Total	11.65%

3. The hourly stipend shall increase by 11.65% over the 3 years of the agreement as follows:

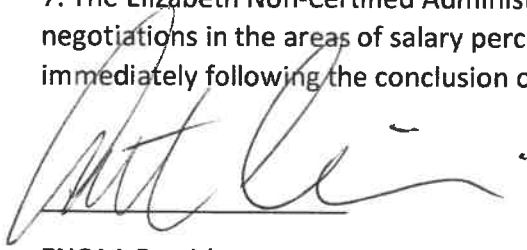
2022-2023	4.0%
2023-2024	3.9%
2024-2025	3.75%

4. The parties further agree and acknowledge that effective July 1, 2022, and thereafter that individual member contributions to health care coverage shall be based on Tier 4 of the **Chapter 78 tables without discount.**

5. All ENCAA members will have the option to participate in the NJ Educators Health Insurance plan.

6. All co-curricular and athletic stipends will increase in accordance with the settlement percentage of each per year respectively.

7. The Elizabeth Non-Certified Administrators' Association will reserve the right to mutually reopen negotiations in the areas of salary percent (%) and health insurance percent (%) discount immediately following the conclusion of negotiations with the EEA.



ENCAA President

Antonino Arcieri



BUSINESS ADMINISTRATOR

Harold E. Kennedy