

Memorandum of Agreement  
Between  
The Lumberton Township Board of Education  
And  
The Lumberton Township Education Association  
April 4, 2022

The agreement consists of the following:

1. The term of this Agreement Extension, shall be from July 1, 2023 to June 30, 2025.
2. All terms of the 2020-2023 Agreement shall continue into the 2023-2025 Agreement Extension except as modified herein.
3. Salary Percentage: 7.01% inclusive of cost of increment (3.46% in year 4 and 3.55% in year 5).

Appendices attached:

Salary Increases shall be based on the agreed-to scattergrams and salary base costs attached as exhibit "A-1, 2, 3, 4" (scattergrams)

- a. 2023-2024, effective with July 1, 2023, increase the agreed-to salary base for 2022-2023 by 3.46%.
  - b. 2024-2025, effective with July 1, 2024, increase the agreed-to salary base for 2023-2024 by 3.55 %.
4. Appendix F Desktop Support Specialist p. 46  
Salary Increase same as agreed upon increase for each year.
  5. Add Appendix G Computer Help Desk p. 46  
Salary Increase same as agreed upon increase for each year.
  6. The Board will be involved in the development of the salary guides.

The parties shall mutually develop salary guides. Guides will be attached for 2023-2024, and 2024-2025. All salary guides are subject to the attached 2019-2020 scattergrams. The percentage increases are to be applied to the agreed upon scattergrams and distributed on mutually acceptable salary guides. The above percentage increases shall be compounded on each year's established base calculations derived from the original scattergrams and are applicable beginning with July 1, 2023 and July 1, 2024.

YEAR 3

*Lumberton  
Teachers*

2022-23

Already in ratified and in  
place

Salary Guide

Step	BA	B10	B20	B30	M	M10	M20	M30
1	53,846	54,696	55,546	56,396	57,246	58,096	58,946	59,796
2	54,096	54,946	55,796	56,646	57,496	58,346	59,196	60,046
3	54,346	55,196	56,046	56,896	57,746	58,596	59,446	60,296
4	54,596	55,446	56,296	57,146	57,996	58,846	59,696	60,546
5	55,996	56,846	57,696	58,546	59,396	60,246	61,096	61,946
6	57,896	58,746	59,596	60,446	61,296	62,146	62,996	63,846
7	60,086	60,936	61,786	62,636	63,486	64,336	65,186	66,036
8	62,861	63,711	64,561	65,411	66,261	67,111	67,961	68,811
9	64,861	65,711	66,561	67,411	68,261	69,111	69,961	70,811
10	67,661	68,511	69,361	70,211	71,061	71,911	72,761	73,611
11	70,761	71,611	72,461	73,311	74,161	75,011	75,861	76,711
12	73,311	74,161	75,011	75,861	76,711	77,561	78,411	79,261
13	75,311	76,161	77,011	77,861	78,711	79,561	80,411	81,261
14	77,311	78,161	79,011	79,861	80,711	81,561	82,411	83,261
15	79,711	80,561	81,411	82,261	83,111	83,961	84,811	85,661
16	82,161	83,011	83,861	84,711	85,561	86,411	87,261	88,111
17	90,391	91,241	92,091	92,941	93,791	94,641	95,491	96,341

Year 4

**Lumberton  
Teachers**

2023-24

New for  
Extension

**Salary Guide**

Step	BA	B10	B20	B30	M	M10	M20	M30
1	55,516	56,366	57,216	58,066	58,916	59,766	60,616	61,466
2	56,016	56,866	57,716	58,566	59,416	60,266	61,116	61,966
3	56,516	57,366	58,216	59,066	59,916	60,766	61,616	62,466
4	57,016	57,866	58,716	59,566	60,416	61,266	62,116	62,966
5	57,816	58,666	59,516	60,366	61,216	62,066	62,916	63,766
6	59,716	60,566	61,416	62,266	63,116	63,966	64,816	65,666
7	61,716	62,566	63,416	64,266	65,116	65,966	66,816	67,666
8	63,716	64,566	65,416	66,266	67,116	67,966	68,816	69,666
9	66,116	66,966	67,816	68,666	69,516	70,366	71,216	72,066
10	68,516	69,366	70,216	71,066	71,916	72,766	73,616	74,466
11	71,016	71,866	72,716	73,566	74,416	75,266	76,116	76,966
12	73,516	74,366	75,216	76,066	76,916	77,766	78,616	79,466
13	76,016	76,866	77,716	78,566	79,416	80,266	81,116	81,966
14	78,591	79,441	80,291	81,141	81,991	82,841	83,691	84,541
15	81,191	82,041	82,891	83,741	84,591	85,441	86,291	87,141
16	83,891	84,741	85,591	86,441	87,291	88,141	88,991	89,841
17	91,891	92,741	93,591	94,441	95,291	96,141	96,991	97,841

**1,500**

Year 5

**Lumberton  
Teachers**

2024-25

New for  
Extension

**Salary Guide**

Step	BA	B10	B20	B30	M	M10	M20	M30
1	57,966	58,816	59,666	60,516	61,366	62,216	63,066	63,916
2	58,466	59,316	60,166	61,016	61,866	62,716	63,566	64,416
3	58,966	59,816	60,666	61,516	62,366	63,216	64,066	64,916
4	59,466	60,316	61,166	62,016	62,866	63,716	64,566	65,416
5	60,266	61,116	61,966	62,816	63,666	64,516	65,366	66,216
6	61,466	62,316	63,166	64,016	64,866	65,716	66,566	67,416
7	62,966	63,816	64,666	65,516	66,366	67,216	68,066	68,916
8	64,966	65,816	66,666	67,516	68,366	69,216	70,066	70,916
9	67,366	68,216	69,066	69,916	70,766	71,616	72,466	73,316
10	69,766	70,616	71,466	72,316	73,166	74,016	74,866	75,716
11	72,266	73,116	73,966	74,816	75,666	76,516	77,366	78,216
12	74,866	75,716	76,566	77,416	78,266	79,116	79,966	80,816
13	77,566	78,416	79,266	80,116	80,966	81,816	82,666	83,516
14	80,366	81,216	82,066	82,916	83,766	84,616	85,466	86,316
15	83,191	84,041	84,891	85,741	86,591	87,441	88,291	89,141
16	86,391	87,241	88,091	88,941	89,791	90,641	91,491	92,341
17	93,691	94,541	95,391	96,241	97,091	97,941	98,791	99,641

**YEAR 3**

**Lumberton Maint,  
Grounds, Cust**

2022-23

Already in ratified  
and in place

Salary Guide

Step	Maint	Grounds	Cust	688
1	41,235	38,183	33,783	
2	41,735	38,683	34,283	
3	42,235	39,183	34,783	
4	42,735	39,683	35,283	
5	44,099	40,960	36,083	
6	45,463	42,237	36,883	
7	46,827	43,514	37,683	
8	48,191	44,791	38,483	
9	49,555	46,068	39,283	
10	50,919	47,345	40,083	
11	52,283	48,622	40,883	Percent
12	53,647	-	41,683	t
13	55,011	-	42,483	3.38%
14	56,375	-	43,283	
15	57,739	-	44,083	
16	59,103	-	44,883	
17	60,467	-	45,683	

**Year 4**

**Lumberton Maint,  
Grounds, Cust**

2023-24

New for  
Extension

Salary Guide

Step	Maint	Grounds	Cust	791
1	42,026	38,974	34,574	
2	42,526	39,474	35,074	
3	43,026	39,974	35,574	
4	43,526	40,474	36,074	
5	44,890	41,751	36,874	
6	46,254	43,028	37,674	
7	47,618	44,305	38,474	
8	48,982	45,582	39,274	
9	50,346	46,859	40,074	
10	51,710	48,136	40,874	
11	53,074	49,413	41,674	Percent
12	54,438	-	42,474	3.46%
13	55,802	-	43,274	
14	57,166	-	44,074	
15	58,530	-	44,874	
16	59,894	-	45,674	
17	61,258	-	46,474	

**Year 5**

**Lumberton Maint,  
Grounds, Cust**

2024-25

New for  
Extension

Salary Guide

Step	Maint	Grounds	Cust	974
1	43,000	39,948	35,548	
2	43,500	40,448	36,048	
3	44,000	40,948	36,548	
4	44,500	41,448	37,048	
5	45,864	42,725	37,848	
6	47,228	44,002	38,648	
7	48,592	45,279	39,448	
8	49,956	46,556	40,248	
9	51,320	47,833	41,048	
10	52,684	49,110	41,848	
11	54,048	50,387	42,648	Percent
12	55,412	-	43,448	3.55%
13	56,776	-	44,248	
14	58,140	-	45,048	
15	59,504	-	45,848	
16	60,868	-	46,648	
17	62,232	-	47,448	

**YEAR 3**

**Lumberton Tier II  
Aides**

2022-23

Already in ratified and in  
place

**Salary Guide**

**Step**

**Hourly**

1

17.37

Percent

2

17.62

3.38%

3

17.87

4

18.12

5

18.42

6

18.92

7

19.45

0.52



**Year 4**

**2023-24**                      **Lumberton Tier II**  
**New for**                      **Aides**  
**Extension**

**Salary Guide**

<b>Step</b>	<b>Hourly</b>	<b>0.53</b>
1	17.91	Percent
2	18.16	3.46%
3	18.41	
4	18.66	
5	18.96	
6	19.45	
7	19.98	

**Year 5**

**2024-25**                      **Lumberton Tier II**  
**New for**                      **Aides**  
**Extension**

**Salary Guide**

<b>Step</b>	<b>Hourly</b>	<b>0.54</b>
1	18.49	Percent
2	18.74	3.55%
3	18.99	
4	19.24	
5	19.54	
6	20.03	
7	20.52	

	Base	1.036	1.0311	1.0338
	<u>19/20</u>	<u>20/21</u>	<u>21/22</u>	<u>22/23</u>
Desktop Support Specialist	\$ 42,000	\$ 48,000	\$ 49,493	\$ 51,166
Help Desk Tech	\$ 23,400	\$ 24,242	\$ 24,996	\$ 25,841
Total	\$ 65,400	\$ 72,242	\$ 74,489	\$ 77,007
	Diff	\$ 6,842	\$ 2,247	\$ 2,518
	%	10.462%	3.110%	3.380%

**Already in ratified and in place**

1.0346	1.0355
<u>23/24</u>	<u>24/25</u>
\$ 52,936	\$ 54,815
\$ 26,735	\$ 27,684
\$ 79,671	\$ 82,500
\$ 2,664	\$ 2,828
3.460%	3.550%

Upon developing the agreed-to salary guides, members of the negotiating teams of the Board and the Association shall affirmatively and without reservation recommend ratification of the MOA and shall vote in favor of such ratification.

Lumberton Township EA

Deborah Bruner

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Date: April 4, 2022

Lumberton Township BoE

Kim Loh

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Date: April 5, 2022