

**MEMORANDUM OF AGREEMENT
BETWEEN
ROSELLE PARK BOARD OF EDUCATION (Board)
And
ROSELLE PARK EDUCATION ASSOCIATION (Association)
for a Successor Contract to the Current Contract
Between the Board and the Association
For the Period July 1, 2018 to June 30, 2021**

THIS MEMORANDUM OF AGREEMENT is made this 19 day of July, 2018, by and between the negotiating teams representing the Board and the Association.

WHEREAS, the parties have been engaged in negotiations in good faith in an effort to arrive at a successor agreement to a contract which expired on June 30, 2018; and

WHEREAS, the parties have arrived at a Memorandum of Agreement which each will present to their respective constituents, along with their recommendations for acceptance and ratification.

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties stipulate as to the following:

1. The provisions of this Memorandum are subject to and contingent upon ratification by the parties represented by the signatories herein to the contract and to the execution of a more formal contract.
2. The Contract shall cover the period of July 1, 2018 to June 30, 2021.
3. All portions of the most recently expired contract and not modified by the terms of this Memorandum or by the Tentative Agreements signed by the parties shall continue to be of full force and effect and be carried forward and be incorporated into the July 1, 2018 to June 30, 2021 Contract.
4. All items agreed to by and between the parties during negotiations as set forth in this Memorandum or by the Tentative Agreements signed by the parties shall be incorporated into the July 1, 2018 to June 30, 2021 Contract.
5. All items and proposals not included in this Memorandum or in the Tentative Agreements signed by the parties shall be withdrawn.
6. A signed copy of this Memorandum shall be provided to each party.
7. Unless otherwise noted, all dates involving the duration in the contract shall be conformed to the duration of the July 1, 2018 to June 30, 2021 Contract.
8. *The parties agree as follows:*

~~**ARTICLE X**~~
~~**TEACHING HOURS AND TEACHING LOAD**~~

P. 9, D.1
DELETE:
SUBSTITUTE:

Entire provision.

Elementary classroom teachers: A minimum of ~~four (4)~~ ^{Five (5)} periods per week. A period is considered to be of at least thirty (30) minutes. There shall be a maximum of two hundred twenty-five (225) minutes of preparation time per week. ^{up to}

ARTICLE XIV
HEALTH INSURANCE

P. 15, C
DELETE:
SUBSTITUTE:

Entire provision.

The following shall apply to the Direct Access and POS medical plans:

Office Copay - \$15 PCP / \$25 Specialist

Out of Network Coinsurance - 70%

Emergency Room Copay - \$100

In Network Hospital Copay - \$200

Out of Network Deductible - \$200 Single / \$500 Family

Out of Network Maximum Out of Pocket - \$4,000 Single / \$10,000 Family

Prescription – 20% Retail / \$0 Mail Order

P. 15, D
DELETE:
SUBSTITUTE:

Entire provision. Current Paragraph ~~D~~ ^S shall be re-lettered as New Paragraph ~~D~~ ^S, and all Paragraphs thereafter shall be re-lettered accordingly.

All employees hired on or after July 1, 2018 shall be enrolled in the OMNIA Medical Plan.

ARTICLE XXIV
PROFESSIONAL DEVELOPMENT / EDUCATIONAL IMPROVEMENT

P. 22, A.3.b
DELETE:
SUBSTITUTE:

Entire provision.

Courses for MA Degree or MA+30 must be taken at a Council for Accreditation of Educator Preparation ("CAEP") accredited university, college, or program.

ARTICLE XXX
HEALTH INSURANCE

P. 30, C

DELETE: Entire provision.

SUBSTITUTE: The following shall apply to the Direct Access and POS medical plans:

Office Copay - \$15 PCP / \$25 Specialist

Out of Network Coinsurance - 70%

Emergency Room Copay - \$100

In Network Hospital Copay - \$200

Out of Network Deductible - \$200 Single / \$500 Family

Out of Network Maximum Out of Pocket - \$4,000 Single / \$10,000 Family

Prescription – 20% Retail / \$0 Mail Order

P. 31, ~~B~~ C

DELETE: Entire provision. Current Paragraph ~~B~~ shall be re-lettered as New Paragraph ~~E~~, and all Paragraphs thereafter shall be re-lettered accordingly.

SUBSTITUTE: All employees hired on or after July 1, 2018 shall be enrolled in the OMNIA Medical Plan.

SALARY, STIPENDS AND OTHER COMPENSATORY AMOUNTS

The parties agrees to a salary increase over the 2017-18 base salary for those as established by the agreed upon scattergram summary for each year of this Agreement:

2018-2019: 3.0%

2019-2020: 2.9%

2020-2021: 2.8%

In each year, the amount of the increase, if any, shall include the salary increment paid in the prior year.

Salary adjustments may result in a modification of current salary guides, scales and steps, including the implementation of additional steps. Salary distribution and salary guide construction shall be mutually agreed upon by the Association and the Board.

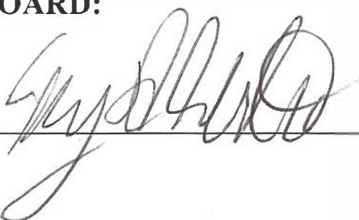
All other stipends, rates, longevity amounts, and remuneration items not changed in the Memorandum of Agreement or a Tentative Agreement shall remain unchanged for the successor agreement.

Retroactive salary, payments, salary adjustments, stipend adjustments, and adjustments in compensation items, if any, shall not be made earlier than thirty (30) days after the final Agreement with salary guides is signed by the representatives of the Board and the Association and each party has received a signed copy.

~~No salary increments shall be paid at the conclusion of the negotiated Agreement unless~~

~~specifically negotiated and agreed to by the parties~~

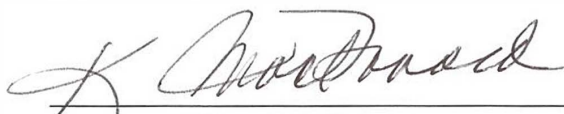
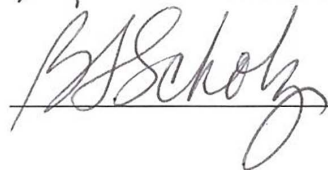
BOARD:



Dated:

7/19/2018

ASSOCIATION:

Dated:

7/19/18

**TENTATIVE AGREEMENT #1
BETWEEN
ROSELLE PARK BOARD OF EDUCATION (Board)**

**and
ROSELLE PARK EDUCATION ASSOCIATION (Association)
for a Successor Contract to the Current Contract
Between the Board and the Association
For the Period July 1, 2018 to June 30, 2021**

Additions are underlined. Deletions are ~~struck through~~.

COVER PAGE

- 1.) July 1, ~~2015~~ 2018
June 30, ~~2018~~ 2021

PREAMBLE

- 2.) P 1

This contract, made and entered into on the ____ day of _____, ~~2015-2018~~...

ARTICLE II – NEGOTIATION PROCEDURE

- 3.) P 4, Par E

~~The minutes of the negotiation session shall be approved by the Association and Board negotiations committees and shall be signed by duly authorized representatives of each negotiating committee.~~

ARTICLE X – TEACHING HOURS AND TEACHING LOAD

- 4.) P 10, Par F(2) *Date Change*

~~Beginning with the 2013-2014 school year,~~ Teachers in grades 6-12 who volunteer to teach an additional period beyond their normal teaching assignment shall be paid an additional 1/8 of their salary.

- 5.) P 10, Par F(3) *Date Change*

~~Effective July 1, 2013,~~ ~~a~~Any special education teacher of grades 6-12 shall not receive additional compensation for teaching a 6th period. ~~As of June 30, 2013,~~ ~~a~~Any teaching assignment not currently receiving a stipend for the 6th period assignment shall not be eligible to receive 6th period assignment compensation as set forth in this Article.

6.) P 10, Par F(4) *Date Change*

When scheduling teachers in grades 6-12 for a teaching assignment beyond their normal teaching schedule, the administration shall post the assignment and seek volunteers. When there are an insufficient amount of volunteers, the selection and scheduling of the additional teaching assignment, whenever possible, shall be done as equitably as possible on a rotating basis. ~~Effective July 1, 2015~~; English as a Second Language ("ESL") teachers in grades 6-12 shall not receive additional compensation for teaching a 6th period.

ARTICLE XIV – HEALTH INSURANCE

7.) P 14, Par A

The Board shall provide health insurance coverage to all eligible teachers and their dependents through the plans available as of July 1, ~~2015~~ 2018.

ARTICLE XVIII – TEMPORARY LEAVE OF ABSENCE

8.) P 18, Par A(2)

A doctor's certificate ~~shall~~ may be required for any illness of ~~three (3) or more successive days and may be required by the superintendent for any illness~~ in accordance with statute.

ARTICLE XIX – TEACHER EVALUATION

9.) P 20, Par A

Any provisions regarding teacher evaluations contained in this Article or anywhere else in this Agreement shall be consistent with the Board approved evaluation model and the Teacher Effectiveness and Accountability for the Children of New Jersey Act (TEACHNJ). N.J.S.A. 18A:6-17 et al. Any provisions regarding teacher evaluations not consistent with the Board approved evaluation model and TEACH-NJ N.J.S.A. 18A:6-17, et al. shall be deemed null and void and shall have no force or effect.

Before effecting any policy change in the present Board Policy the Board will provide an opportunity for the Association through the Evaluation Committee to submit its reaction to the present program. The Board will consider such reactions before putting any new teacher evaluation policy into effect which would revise present Board Policy.

10.) P 20, Par B

Delete entire paragraph.

ARTICLE XXX – HEALTH INSURANCE

11.) P 29, Par A


A doctor's certificate shall may be required for any illness of ~~three (3) or more successive days for which accumulated leave is used, and may be required by the superintendent for any illness in accordance with statute.~~

ARTICLE XXXVI – PARAPROFESSIONALS' PROVISIONS

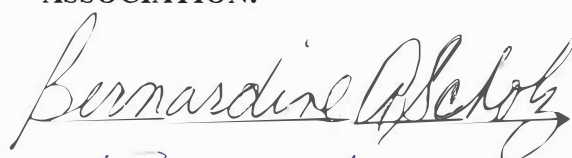
12.) P 35, Par A(3)

~~The Association agrees that any Paraprofessional who has waived insurance coverage for the additional \$2 per hour salary as of June 30, 2006 may continue this practice. It shall not be available to any other employee.~~

BOARD:

 5/10/18

ASSOCIATION:

 5/10/18
