

Memorandum of Agreement

The Wall Township Board of Education and the Wall Township Administrative and Supervisory Association, having entered into collective negotiations for the contract which expired on June 30, 2020, subject to ratification of both parties, are hereby agreed as follows:

1. The contract term shall be three (3) years in length beginning (retroactive to) July 1, 2020 to June 30, 2023.

2. Article XII (Miscellaneous) – L (Salary)

The annual salary increase for each employee shall be based upon his/her 2019-2020 base salary. The salary schedule is as follows:

2020-2021 = 2%

2021-2022 = 2.25%

2022-2023 = 2.25%

3. Article XII (Miscellaneous) – L (Salary)

Add: All council members will receive an annual stipend of \$750. The stipend shall not be pensionable or cumulative. The stipend shall be paid annually for the term of this agreement. The stipend shall be paid as one installment on December 15th, separate of the member's regular paycheck.

4. Article VIII Health Care Coverage D. Insurance Reimbursement/Sell Back

Remove: Current members of the WTASC, as of July 1, 2017, shall maintain the ability to surrender his/her healthcare coverage. As of July 1, 2018, any member of the WTASC whose spouse receives health care coverage through Wall Township Public Schools shall not have the ability to surrender his/her coverage.

5. Article IV (When Students Are Not in Attendance During the School Year)

Revise to read as follows:

12 Month Administrators

All 12-month council members will receive annually ten (10) Fixed Holidays, six (6) Floating Holidays.

10 Month Supervisors

All 10 Month Supervisors shall receive annually nine (9) Fixed Holidays, seven (7) Floating Holidays.

12 Month Administrators and 10 Month Supervisors

All council members, in addition to the above fixed and floating counts, will receive additional Fixed Holidays when students are not in attendance during the scheduled winter break in accordance with the December/January approved district calendar.

Fixed Holidays are defined as days in which a council member has off from work and may not be considered work days. These days include *Labor Day, Thanksgiving Day, Thanksgiving Day Friday, Christmas Day, New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Good Friday, Memorial Day, and Independence Day**. If a fixed holiday falls on a weekend, the council member may choose an alternate district closed day for the fixed holiday. Floating Holidays are defined as days in which a council member may take off from work, without prior approval, during scheduled district closings as noted on the district calendar. Council members may choose to work on days the district is closed in order to use floating holidays on alternate days as approved by the Superintendent. Council members may use vacation days on scheduled district closings, as noted on the district calendar, without prior approval. Floating holidays may not be carried over into a future school calendar year.

**Independence Day is a fixed holiday for 12 Month Council Members.*

Language Changes

6. Article XII (Miscellaneous) N. School Safety Specialist

A council member will receive a yearly stipend of \$6,000 for the responsibilities associated with the State required School Safety Specialist title.

7. Article VII Sabbatical Leave (item #5)

Replace item #5 with the following:

With regard to an employee's pay during a time of Sabbatical Leave, the following information below shall be applied.

An employee on Sabbatical Leave shall be entitled to leave of absence from his or her respective duty as an employee without loss of pay or time on all work days and entitled to pay received for the period of leave on which he or she shall be engaged.

8. Article VIII Health Care Coverage B. Retirement Coverage

Revise sentence: *from*... "The cost for this additional coverage at the group rate in effect will be the total responsibility of the individual." *to* "The cost for this additional coverage at the group rate in effect will be the total responsibility of the retired employee."

9. Article XI Vacancies and Transfers Section B. Notification

Remove sentence: "Any applicant not selected shall, upon request made within ten (10) days of notification of the Board's decision, meet and discuss the reasons for non-selection with the Superintendent."

10. Article IV Council Member's Rights and Responsibilities C. Floating Holidays

Replace: "Calendar Year" with "School Calendar Year".

"Floating holidays may not be carried over into a future school calendar year (July 1st - June 30th)."

11. Article VI Leaves of Absence B. Temporary Leave of Absence 1. Death in Family

Add:

"..or any near relative of the council member. The Superintendent will use his/her discretion to grant bereavement of the near relative."

12. Certification

Remove Sentence: "The parties agree that if the "Cadillac Tax" is in effect beyond June 30, 2019, the parties will re-open negotiations with regard to contributions toward surcharges imposed under the tax."







13. Article VI Leaves of Absence C. Extended Leaves of Absence 2. Military Leave

Replace language for the section, in its entirety, to read as follows:

Any employee when on military leave shall retain all rights to re-employment without loss of seniority, status, or rate of pay, according to law, unless the circumstances of the District are so changed as to make re-employment impossible.

Any employee on military leave shall be held to the following expansion of the Leave of Absence for Public Officers, Employees provision, as outlined below:

A permanent or full-time temporary officer or employee of Board who is a member of the organized reserve of the Army of the United States, United States Naval Reserve, United States Air Force Reserve, or United States Marine Corps Reserve, or other organization affiliated therewith, including the National Guard of other states, shall be entitled to leave of absence from his or her respective duty as an employee without loss of pay or time on all work days and entitled to pay received for the period of leave on which he or she shall be engaged in any period of Federal active duty.

FOR THE WALL TOWNSHIP B.O.E.	FOR THE W.T.A.S.C.
 1/4/21	 12/23/2020
 1/4/2021	Anthony Abreal 12/23/2020
Jan a Har J 1/4/21	 12/23/2020
Russell [unclear] 1/5/21	Kawi Musa 12/23/2020
	 12/23/2020