Memorandum of Agreement Between the Bedminster Board of Education and the Bedminster Education Association March 20, 2024

The Bedminster Board of Education ("Board") and the Bedminster Education Association ("Association") agree to the following terms for a successor collective negotiations agreement for the term of July 1, 2023 through June 30, 2027, subject to ratification and approval by the parties and development of a salary guide acceptable to both parties:

1. The parties agree to the six (6) unsigned "tentative agreements" previously agreed to through negotiations and attached hereto. For reference, the tentative agreements include changes to the following:
    a. Article IX, Work Year and Work Day, Letter B;
    b. Article IX, Work Year and Work Day, Letter M;
    c. Article XIX, Work Year and Work Day, Instructional Aides, Letter A;
    d. Article VI, Temporary Leaves of Absence, Letter A, Number 8;
    e. Article XII, Retirement; and
    f. Article IX, Letter J.

2. Article I, Letter A shall be revised to include "Behaviorist/BCBA" under "Certificated Personnel."

3. Article IV, Letter H shall be revised so that all references to "$30,000" shall be replaced with "$35,000," and all contract dates/years shall be updated accordingly.

4. The parties agree to the following increases in salary over the term of the Agreement, subject to the creation of salary guides for all staff that are acceptable to both parties, as follows:

    i. Increase the 2023-2024 salary base for all members by 3.40% inclusive of step and increment cost over the 2022-2023 salary base.

    ii. Increase the 2024-2025 salary base for all members by 3.30% inclusive of step and increment cost over the 2023-2024 salary base.

    iii. Increase the 2025-2026 salary base for all members by 3.20% inclusive of step and increment cost over the 2024-2025 salary base.

    iv. Increase the 2026-2027 salary base for all members by 3.20% inclusive of step and increment cost over the 2025-2026 salary base.

5. Salary increases for the current (2023-2024) school year shall be paid retroactively. Retroactive payments shall be issued within a reasonable amount of time following the full approval/ratification of the final salary guides by both parties.

6. Former "Schedule E" of the Agreement shall be replaced in its entirety with the new four-page Stipend Schedule language as attached hereto.

7. All other terms of the recently expired collective bargaining agreement shall remain in full force and effect unless otherwise modified by applicable law.

Bedminster Board of Education

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