MEMORANDUM OF AGREEMENT

BETWEEN

LACEY TOWNSHIP BOARD OF EDUCATION

AND

LACEY TOWNSHIP EDUCATION ASSOCIATION

August 14, 2026

The LACEY TOWNSHIP BOARD OF EDUCATION ("Board") and the LACEY TOWNSHIP EDUCATION ASSOCIATION ("Association") agree to the following terms to be incorporated into the parties' successor collective negotiations agreement for July 1, 2025 through June 30, 2028, subject to ratification by the Association and approval by the Board of Education:

- Any term not changed below shall remain as stated in the prior collective negotiations agreement.
- The negotiations committee of each party shall recommend approval/ratification of these terms.
- All other outstanding proposals from the parties are withdrawn upon ratification/approval of this Agreement.

ARTICLE IX – SALARIES

The following salary adjustments shall apply to the identified employee groups. Percentage increases are inclusive of increment. The 2025–26 adjustments shall be retroactive to July 1, 2025.

Employee Group	2025–26	2026–27	2027–28
Teachers	2.82%	3.65%	3.65%
Support Staff	3.50%	4.00%	4.25%
PT Paras	3.50%	+$1.00/hour	+$1.00/hour
Bus Drivers	3.50%	+$1.45/hour	+$1.75/hour
FT Paras / HOCAs	3.50%	—	—

FT Paras/HOCAs receive the 3.50% increase for 2025–26 only.

LONGEVITY

- Teachers: Effective with the 26-27 academic year, upon completion of thirty (30) years of service, an employee shall receive an additional annual longevity payment of $2,500 beginning in the employee's thirty-first (31st) year of service.
- Support Staff: Effective with the 27-28 academic year, upon completion of twenty-four (24) years of service, an employee shall receive an additional annual longevity payment of $1,500 beginning in the employee's twenty-fifth (25th) year of service.

These longevity payments shall not be subject to the negotiated percentage increases. Longevity payments are pensionable and added as part of the base salary.

TOILETING STIPEND

Effective with the 2027–28 school year, the annual toileting stipend shall increase from $500 to $1,000.

FULL-TIME PARAPROFESSIONALS / MOESC

The Board shall provide for the return of the eleven (11) full-time paraprofessionals with seventeen (17) or more years of service through the District's agreement with the Monmouth-Ocean Educational Services Commission (MOESC). These individuals will be subcontracted professionals and will cease to be District employees.

The parties acknowledge that the District has confirmed with MOESC that these employees will not be included in the MOESC employee association/bargaining unit. The Board recognizes the employees' long service to the District and confirms its intent to provide these eleven (11) employees with continued employment opportunities through MOESC sufficient to allow them to reach twenty-five (25) years of service, subject to the continued availability of the positions and the District's agreement with MOESC.

ARTICLE IX – PAYROLL / SUMMER SAVINGS

Employees holding a ten (10) month contract shall be paid on a ten (10) month payment plan in accordance with the District's normal payroll schedule, with two (2) pays issued in June.

The Summer Savings payment schedule shall be revised to one (1) payment. The Summer Savings account shall not earn interest, and the payment shall consist of principal only.

CLOTHING ALLOWANCE PROCEDURES

The parties agree to the revised clothing allowance procedures for employees, including the District purchasing process, as specifically outlined below. For the employee categories identified below, the following language shall apply:

CATEGORY V – CUSTODIANS. Each new hire will receive a clothing allowance for the purchase of uniform shirts and pants. In addition, each employee shall be entitled to spend up to $441.00 for the duration of this contract to purchase additional uniforms and shoes. No payment shall be made for any amount up to $441.00 not expended. All clothing and footwear purchased under this allowance shall be purchased by the District through a District-designated supplier. No employee reimbursement option shall apply.

CATEGORY VI – GROUNDS MAINTENANCE WORKERS/DISTRICT MAINTENANCE/SECURITY PERSONNEL. Each new hire will receive a clothing allowance for the purchase of uniform shirts and pants. In addition, each employee shall be entitled to spend up to $441.00 for the duration of this contract to purchase additional uniforms and shoes. No payment shall be made for any amount up to $441.00 not expended. All clothing and footwear purchased under this allowance shall be purchased by the District through a District-designated supplier. No employee reimbursement option shall apply.

CATEGORY VIII – CAFETERIA WORKERS. Each new hire will receive a clothing allowance for the purchase of uniform shirts and pants. In addition, each employee shall be entitled to spend up to $441.00 for the duration of this contract to purchase additional uniforms and shoes. No payment shall be made for any amount up to $441.00 not expended. All clothing and footwear purchased

under this allowance shall be purchased by the District through a District-designated supplier. No employee reimbursement option shall apply.

CATEGORY IX – MECHANICS. Each new hire will receive a clothing allowance for the purchase of uniform shirts and pants. In addition, each employee shall be entitled to spend up to $441.00 for the duration of this contract to purchase additional uniforms and shoes. No payment shall be made for any amount up to $441.00 not expended. All clothing and footwear purchased under this allowance shall be purchased by the District through a District-designated supplier. No employee reimbursement option shall apply.

ARTICLE IX – SALARIES, CATEGORY III – BUS DRIVERS, SECTION C. Replace the current language with: "The Board agrees to purchase one (1) uniform jacket and one (1) sweatshirt for every bus driver. This will be done every three (3) years. When a new bus driver is hired, they will be given one (1) uniform jacket and one (1) sweatshirt when they start the job."

ACTIVITIES / ATHLETICS

The Board agrees to the Association's proposed modifications regarding Activities/Athletics, as follows:

- Lacey Township Middle School (LTMS):
  - Level 2: Fixing Names
    - 7th Grade Chorus Director
    - 8th Grade Chorus Director
    - 7th Grade Chorus Assist
    - 8th Grade Chorus Assist
  - LTMS Chorus Director and Assist will be paid at the top amount if earned before July 2022
  - Student Council to Level 3
  - National Junior Honor Society to Level 3.
- Lacey Township High School (LTHS):
  - Following Activities will be changed to this amount:
    - TV Studio
      - Year 1 - $4,000.00
      - Year 2 - $5000.00
      - Year 3 - $7000.00
      - Year 4 - $10,000.00
    - Fall Play Director
      - Year 1 - $4500.00
      - Year 2 - $5000.00
      - Year 3 - $5500.00
      - Year 4 - $6000.00
    - Spring Play Director
      - Year 1 - $4500.00
      - Year 2 - $5000.00
      - Year 3 - $5500.00
      - Year 4 - $6000.00

- Special Olympics
  - Year 1 - $3500.00
  - Year 2 - $4000.00
  - Year 3 - $4500.00

ARTICLE XVIII - MISCELLANEOUS PROVISIONS

Strike Item 5 – No Coaches Allowance

ARTICLE XIV – TEACHER WORK YEAR

Change "one hundred eighty-five (185) days" to "one hundred eighty-four (184) days," effective for the 2026–27 school year.

ARTICLE V – EMPLOYEE HOURS AND WORK LOAD

CATEGORY II – SECRETARIAL, CLERICAL

Add new Paragraph (A)(3): "Staff workday shall not commence more than thirty (30) minutes before the start of the teaching staff workday. Staff workday shall not end more than sixty (60) minutes after the end of the teaching staff workday."

Amend Paragraph (B) to include "Juneteenth." Add at the end of Paragraph (B): "In the event that school is in session on Juneteenth, staff shall be entitled to one (1) floating holiday to be used prior to June 30th of the current school year."

Amend Summer Hours and Green Day to read "In the event that the board, in the sole exercise of its managerial prerogative in any given year adopts greens days, the supervisor of the department has the discretion to change the day a green day is observed for any individual employee. Twelve-month employees will receive all green days that are on the district calendar year. Summer working hours period shall begin the second full working day after the official close of school for pupils and ends ten days before school opening for pupils."

CATEGORY V – CUSTODIANS

Amend Paragraph (B) to include "Juneteenth." Add at the end of Paragraph (B): "In the event that school is in session on Juneteenth, staff shall be entitled to one (1) floating holiday to be used prior to June 30th of the current school year."

Paragraph (E)(1) shall be amended to reflect fifteen (15) holidays. Paragraph (E)(3) shall be amended to reflect read "In the event that the board, in the sole exercise of its managerial prerogative in any given year adopts greens days, the supervisor of the department has the discretion to change the day a green day is observed for any individual employee. Twelve-month employees will receive all green days that are on the district calendar year."

CATEGORY VI – GROUNDS MAINTENANCE WORKERS/DISTRICT MAINTENANCE/SECURITY PERSONNEL

Amend Paragraph (B) to include "Juneteenth." Add at the end of Paragraph (B): "In the event that school is in session on Juneteenth, staff shall be entitled to one (1) floating holiday to be used prior to June 30th of the current school year."

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CATEGORY IX – MECHANICS

Amend Paragraph (B) to include "Juneteenth." Add at the end of Paragraph (B): "In the event that school is in session on Juneteenth, staff shall be entitled to one (1) floating holiday to be used prior to June 30th of the current school year."

Paragraph (E)(1) shall be amended to reflect fifteen (15) holidays. Paragraph (E)(3) shall be amended to reflect read "In the event that the board, in the sole exercise of its managerial prerogative in any given year adopts greens days, the supervisor of the department has the discretion to change the day a green day is observed for any individual employee. Twelve-month employees will receive all green days that are on the district calendar year."

CATEGORY X – COMPUTER TECHNICIANS

Amend Paragraph (B) to include "Juneteenth." Add at the end of Paragraph (B): "In the event that school is in session on Juneteenth, staff shall be entitled to one (1) floating holiday to be used prior to June 30th of the current school year."

Amend Summer Hours and Green Day , "In the event that the board, in the sole exercise of its managerial prerogative in any given year adopts greens days, the supervisor of the department has the discretion to change the day a green day is observed for any individual employee. Twelve-month employees will receive all green days that are on the district calendar year. Summer working hours period shall begin the second full working day after the official close of school for pupils and ends ten days before school opening for pupils."

EMPLOYEE CHILD ATTENDANCE REQUEST

An elementary employee who resides in the District may request that the employee's child attend the school building in which the employee works. Any such request shall be subject to the approval of the building Principal and the Superintendent.

ARTICLE XIX – DURATION

Three (3) years: July 1, 2025 through June 30, 2028.

UNFAIR PRACTICE CHARGE

The Association shall withdraw with prejudice the unfair practice charge, PERC Docket Number CO-2026-216 and each Party shall be responsible for its own costs and attorneys' fees in that matter.

COMPLETE AGREEMENT

The foregoing terms constitute a complete package settlement. The economic and non-economic provisions are interdependent. Upon ratification by the Association and approval by the Board, all other outstanding proposals of the parties are withdrawn, and all provisions of the prior collective negotiations agreement not modified by this Memorandum shall remain unchanged.

FOR THE BOARD

DATED: 8-24-26

FOR THE ASSOCIATION

DATED: 8/24/26