

**Memorandum of Agreement between the Union Township Board of
Education and the Union Township Association of School Administrators**

August 27, 2018

The parties agree to submit and recommend the following for ratification:

1. Article VII

7.01

- Professional Development/ Training sessions will not be scheduled on the last three working days of August
- The two remaining flex days are to be consecutive. Administrators shall be informed of those dates on or before January 15th of each year.

2. Article XIV

14.01

- Remove "Any administrator who applied for and received written approval prior to the ratification of the memorandum of agreement for the term September 1, 2012 – August 31, 2014, will be reimbursed in accordance with the terms of the 2009-2012 agreement."

3. Article XV

15.01

- Effective September 1, 2018, all employees shall move to the Direct 15 program (\$15 co-pay).

4. Article XVI

16.01

- Increase compensation for attaining a Doctoral degree to \$2000

5. Article XX

20.10.1-20.10.3

- Effective September 1, 2018, salary increases 2.25% per employee
- Effective September 1, 2019, salary increases 2.50% per employee
- Effective September 1, 2020, salary increases 2.75% per employee

20.10.4

- Effective September 1, 2018, salary ranges attached hereto as Exhibit A titled "Current Employees" become effective. Employees within the salary range (not at maximum) shall receive the appropriate percentage increase or if the amount needed to reach the maximum is less than the percentage increase, shall receive the amount necessary to reach the maximum.

20.10.5

- Effective September 1, 2018, new hires shall be compensated on the salary ranges set forth on Exhibit A "New Employees Salary Range." To be determined at the discretion of the Superintendent.

Exhibit A

NEW EMPLOYEES SALARY RANGE

High School Principal (12 Month)	\$105,000 - \$150,000
Principal (11 Month)	\$99,000 - \$121,000
Director (11 Month)	\$95,000 - \$114,000
Supervisor (12 Month)	\$96,000 - \$115,000
Supervisor (10 Month)	\$90,000 - \$109,000
Vice Principal (10 Month)	\$92,000 - \$111,000

CURRENT EMPLOYEES SALARY RANGE

High School Principal (12 Month)	\$128,045 - \$163,995
Principal (11 Month)	\$119,100 - \$155,050
Director (11 Month)	\$112,845 - \$148,795
Supervisor (12 Month)	\$113,220 - \$149,170
Supervisor (10 Month)	\$107,800 - \$143,750
Vice Principal (10 Month)	\$109,895 - \$145,845

20.11

- Effective September 1, 2018, the promotion guide set forth in Exhibit B shall be applied.

Exhibit B

Position	Supervisor (10)	Vice Principal (10)	Supervisor (12)	Director (11)	Principal (11)	Principal (12)
Teacher	\$3000.00	\$3000.00	\$5500.00	\$5000.00	\$7000.00	\$8000.00
Vice Principal (10)	-	-	\$5500.00	\$5000.00	\$7000.00	\$8000.00
Supervisor (10)	-	\$3000.00	\$5500.00	\$5000.00	\$7000.00	\$8000.00
Supervisor (12)	-	\$3000.00	-	\$5000.00	\$7000.00	\$8000.00
Principal (11)	-	-	\$5500.00	-	-	\$8000.00
Director (11)	-	-	-	-	-	\$8000.00

20.14

- For new hires after September 1, 2016, administrators with twenty (20) or more years of employment within the District, shall upon resignation of employment for retirement only received \$150 per day for up to \$15,000 for accrued sick days.
- Current employees who have accrued more than 150 days with 20 or more years of employment with the District are grandfathered as follows: Such employees shall be frozen at the level of accrued days as of August 31, 2016, and eligible for reimbursement when they resign for retirement, at the rate of \$150 per day.

20.15


- A designated room at Hamilton school or another mutually agreed upon location within the district will be for the sole use of the UTASA and its members.

6. Article XXI

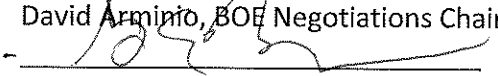
21.01

- This Agreement shall be effective September 1, 2018 and shall continue in effect until August 31, 2021.

All above items are agreed to on August 27, 2018 except for the current salary guide:



David Armino, BOE Negotiations Chair



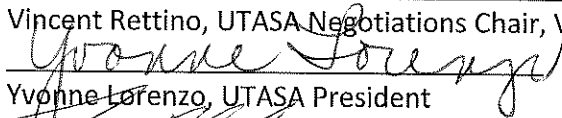
Greg Brennan, Business Administrator



Linda Richardson, BOE Negotiations



Vincent Rettino, UTASA Negotiations Chair, VP



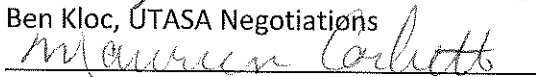
Yvonne Lorenzo, UTASA President



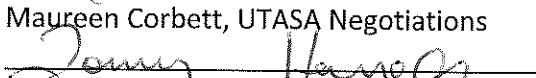
Jason Malanda, UTASA Negotiations



Ben Kloc, UTASA Negotiations



Maureen Corbett, UTASA Negotiations



Tommy Harrell, UTASA Negotiations, Treasurer

BOE representatives not in attendance

Mary Lynn Williams, BOE Negotiations

Nellis Regis-Darby, BOE Negotiations

Manny Vieira, Assistant Business Administrator