

g-1

Benaquista, Gerald

From: Lorenzo, Yvonne
Sent: Friday, June 17, 2016 1:35 PM
To: Benaquista, Gerald
Cc: Rettino, Vincent; Seugling, Joseph; Kloc, Benjamin; Howard Mednick
Subject: UTASA Contract Ratified

Dear Gerry:

Please be advised that the members of the UTASA bargaining unit voted at a meeting on Tuesday, June 14, 2016, to ratify the contract agreed upon by the members of our negotiation team and the board of education on June 9, 2016. The memorandum of agreement was accepted at the ratification meeting with 30 yes to 1 no.

Please present the memorandum of agreement to the board of education for their approval.

Thank you,

Yvonne Lorenzo, UTASA President
District Supervisor K-12, Union Township Schools
World Languages, Career Education and ESL,
YLorenzo@twpunionschools.org (908) 851-6535

Benaquista, Gerald

From: Lorenzo, Yvonne
Sent: Friday, June 17, 2016 11:55 AM
To: Esposito, Elizabeth; Rettino, Vincent
Cc: Benaquista, Gerald
Subject: RE: Please review-Important

This is to confirm that the document is accurate in it's entirety.

Yvonne Lorenzo

District Supervisor K-12, Union Township Schools

World Languages, Career Education and ESL,

YLorenzo@twpunionschools.org (908) 851-6535

From: Esposito, Elizabeth
Sent: Thursday, June 16, 2016 3:45 PM
To: Lorenzo, Yvonne; Rettino, Vincent
Cc: Benaquista, Gerald
Subject: Please review-Important
Importance: High

Good Afternoon,

As per Gerry Benaquista, please review the attached Memo of Agreement between the Union Twp. Board of Education and the Union Twp. Administrators/Supervisors Association. Please confirm this document is accurate in its entirety. Pleas respond to this email directly.

Thank you,

Elizabeth Esposito
Union Board of Education
Administrative Assistant
Personnel Department
(908) 851-6406

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MEMORANDUM OF AGREEMENT
 BETWEEN
 THE UNION TOWNSHIP BOARD OF EDUCATION
 AND THE
 UNION TOWNSHIP ADMINISTRATORS/SUPERVISORS ASSOCIATION
 JUNE 9, 2016
 FF-2016-034

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

1. Term – Four (4) years, beginning September 1, 2014 and ending August 31, 2018.

2. Salary A – Effective September 1, 2014, salary increases \$2,650 per employee. Effective September 1, 2015, salary increases \$2,650 per employee. Effective September 1, 2016 salary increases \$2,650 per employee. Effective September 1, 2017 salary ranges attached hereto as Exhibit A - Current Employees become effective. Employees within the salary range (not at max) shall receive \$2,650 or if the amount needed to reach the maximum is less than \$2,650, shall receive the amount needed to reach max.

Salary B – Effective September 1, 2016, new hires shall be compensated on the salary ranges set forth on Exhibit A – New Employees Salary Range.

3. Promotion Guide – Effective September 1, 2016, the following promotion guide shall be applied:

	Supervisor (10)	Vice Principal (10)	Director (11)	Supervisor (12)	Principal (11)	Principal (12)-HS
Teacher	\$2,000	\$2,500	\$3,000	\$3,500	\$5,000	\$6,000
Vice Principal (10 mos)	--	--	\$3,000	\$3,500	\$5,000	\$6,000
Supervisor (10 mos)	--	\$1,500	\$3,000	\$3,500	\$5,000	\$6,000
Supervisor (12 mos)	--	\$2,000	\$3,000	--	\$5,000	\$6,000
Principal (11 mos)	--	--	\$3,000	\$3,500	--	\$6,000

4. Health Benefits – (A) Effective September 1, 2016 move to Direct 20 (\$20 copay).

(B) Effective September 1, 2016, all newly hired administrators shall only be eligible for the Board’s E.P.O. Health Benefits Plan, unless the newly hired administrator agrees to pay the difference between the E.P.O. program and the traditional plan.

5. Delete Article 20.10-1.

6. Reimbursement for Unused Sick Leave – 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, receive \$100 per day for up to \$15,000 for accrued sick days.

Current employees who have accrued more than 150 days with twenty (20) or more years of employment within the District are grandfather 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 \$100 per day.

7. Article VII ¶7.01 – Change five (5) flexible days to three (3) flexible days and two (2) assigned days.

The undersigned agree to recommend ratification of this Memorandum of Agreement.

For the Board:

/s/ Guy Francis, Chairperson

/s/ David Arminio, Vice President

/s/ Ron McDowell

/s/ Gerry Benaquista

/s/ Vito A. Nufrio, President

For the UTASA:

/s/ Yvonne Lorenzo

/s/ Vinny Rettino

/s/ Joseph Seugling

/s/ Ben Kloc

Dated: June 9, 2016

Exhibit A

New Employees Salary Range	
High School Principal	\$105,000 - \$135,000
11-Month Principal	\$99,000 - \$118,100
11-Month Director	\$95,000 - \$111,845
12-Month Supervisor	\$96,000 - \$112,220
10-Month Supervisor	\$90,000 - \$106,800
10-Month Vice Principal	\$92,000 - \$108,895

Current Employees	
High School Principal	\$128,045 - \$159,995
11-Month Principal	\$119,100-\$151,050
11-Month Director	\$112,845 - \$144,795
12-Month Supervisor	\$113,220 - \$145,170
10-Month Supervisor	\$107,800 - \$139,750
10-Month Vice Principal	\$109,895 - \$141,845

For the Board

For the UTASA

Memorandum of Agreement
 between the
 Union Through Board of Education
 and the
 Union Through Adm/Supervisor/Assn
 June 9, 2016
 PF-2016-034

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

① Term - 4 years, beginning September 1,
 2014 and ending August 31, 2018.

② Salary - ^P ^① Effective September 1, 2014 salary
 increases \$2650 per employee
 Effective September 1, 2015 salary
 increases \$2650 per employee
 Effective September 1, 2016 salary
 increases \$2650 per employee
 Effective September 1, 2017

Titled
 "Current Employees"

Salary ranges attached hereto
 as exhibit "A" become effective.

~~Current Employees~~ shall ~~receive~~ \$2650 without
 the salary range (net at max)
 shall receive \$2650 or the
 amount needed to reach
 the maximum ^{if} less than \$2650, shall
 receive the amount needed to reach max.

Salary ~~B~~ - Effective September 1, 2016, new hires shall be compensated on ^{the} salary ranges set forth on Exhibit "A" captioned "New Employees Salary Range."

3. Promotion Guide: Effective September 1, 2016, the following promotion guide shall be required.

	Teacher (10)	V.P (10)	Prin (11)	Prin (12) - 11.5
Teacher	\$2,000	\$2,500	\$5,000	\$6,000
V P (10 mo.)			\$5,000	\$6,000
Supervisor (10 mo)		\$1,500	\$5,000	\$6,000
Supervisor (12 mo)		\$2,000	\$5,000	\$6,000

4. Health Benefits - (A) Effective September 1, 2016, move to Direct 20 (\$20 copay)

(B) Effective September 1, 2016, all newly hired administrators shall only be eligible for the Board's E.P.O Health Benefits Plan, unless the newly hired administrator opts to pay the difference between the E.P.O program and the traditional plan.

5. Delete Article 20.10-1

6. Reimbursement for Unused Sick Leave - For new hires after September 1, 2016, Administrators with twenty (20) or more years of ~~total~~ employment within the District shall upon resignation or employment ~~with the district~~ for retirement ^{only} receive \$100 per day for up to \$15,000 for accrued sick days.

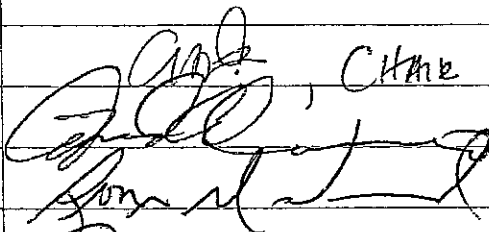
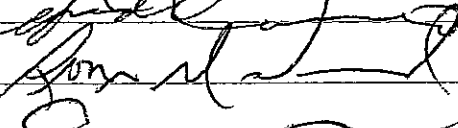
For current employees who have accrued more than 150 days are grandfathered as follows:
 The sick employees shall be frozen at the level of accrued days as of August 31, 2016, and eligible for reimbursement ~~at retirement~~ when they resign for retirement ~~or other~~ ~~purpose~~, at the rate of \$100 per day.

7. Article VII R 7.01 - Charge free (5) flexible days to three (3) flexible days and two (2) assigned days.

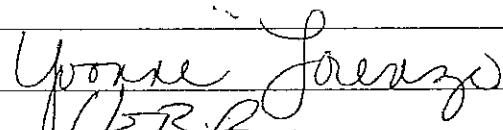
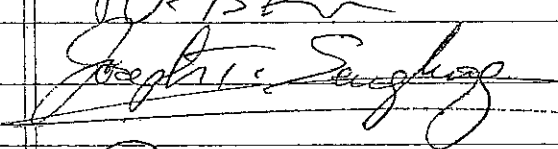
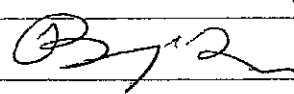
~~with~~ with 20 or more years of employment with the District

The Undersigned Agree to recommend ratification of
this memorandum.

For Mr Board

^{Chair}
 V.P.

Vito De Vito, Pres.

For The UTASA


Yvonne Jansen

Josephine Sengler


6/9/16

Exhibit "A"

New Employees Salary Range

HS Principal	\$ 105,000 - 135,000
11 Month Principal	\$ 99,000 - 118,100
11 Month Director	\$ 95,000 - 111,845
12 Month Supervisor	\$ 96,000 - 112,220
10 Month Supervisor	\$ 90,000 - 106,800
10 Month VP	\$ 92,000 - 108,895

Current Employees

HS Principal	128,045 - 159,995
11 Month Principal	128,045 119,100 - 150,950 150,950
11 Month Director	112,845 - 144,895
12 Month Supervisor	113,220 - 145,170
10 Month Supervisor	107,800 - 139,750
10 Month VP	109,895 - 141,845

Add \$1950
FOR No Board

For the ASA.