

## Memorandum of Agreement

The parties in the Lacey Twp. Board of Education and the Lacey Twp. Administrator and Supervisor's Association agree as follows:

1. Duration: This contract shall commence on July 1, 2023 and shall expire on June 30, 2028.
  
2. Salary:
  - a.) Effective July 1, 2023 the base salaries of the Association shall be increased by 2.25%.
  - b.) Effective July 1, 2024, the base salaries of the Association shall be increased by 2.50%.
  - c.) Effective July 1, 2025, the base salaries of the Association shall be increased by 3.50%.
  - d.) Effective July 1, 2026, the base salaries of the Association shall be increased by 3.50%.
  - e.) Effective July 1, 2027, the base salaries of the Association shall be increased by 3.75%.
  - f.) The above increases are inclusive of increment and retroactive to the date( s) referenced above, when applicable.
  - g.) Salary Guides shall be mutually agreed upon by both parties.
  
3. Article XV - Salaries, Section B, Longevity:  
 Add "Effective starting July 1, 2026 longevity will be as follows for all administrators. 10 years \$850, 15 years \$850, 20 years \$1,200 and 24 years \$1,200
  
4. Article XV - Salaries SubSec. (c):  
 Effective upon ratification by both parties, amend Sub Sec. C, as follows: • **"Effective July 1, 2023, members of the LTASA (excluding the Athletic Director title) will be paid a stipend of \$75.00 per co-curricular event subject to the approval of the Superintendent, or his/her designee."**  
 Revise New Paragraph, as follows:
  - "The Athletic Director shall be in attendance at all home games on school grounds. 2. The Athletic Director will not be required to attend away games. An event stipend of \$75.00 will be compensated if the Athletic Director chooses to attend an away playoff/championship contest. 3. The annual pensionable stipend of Two Thousand Five Hundred Dollars (\$2,500) will be paid at the duration of each school year. 4. The Athletic Director shall have two (2) event days off for winter, fall and spring season. 5. Working hours will be upheld by the current district calendar. In addition, the Board of Education recognizes the Athletic Director position requires additional hours for athletic events. These hours will be supervised by the building Principal. 6. The Athletic Director may still oversee after school athletic events after taking personal time off (PTO)."

5. Article XV - Salaries, Section D, Hourly Rate:

Effective July 1, 2023 Members of the LTASA shall be paid hourly for stipend positions (outside the contract) at a rate of \$75.00.

6. Article XV - Salaries, Section G, Degree Level Increases:

Effective July 1, 2025 Degree levels will be revised to:

MA +30     \$1,000

MA +45     \$1,000

MA+60     \$1,000


Ed. D       \$1,250

7. All parties acknowledge these terms and conditions are subject to ratification, and the mediator retains jurisdiction.


8. All parties agree to recommend for ratification the terms and conditions contained herein to their respective constituents.

9. All terms and conditions previously agreed to, shall remain settled and incorporated into the new Agreement. (See the initialed documents attached hereto as said terms and conditions).

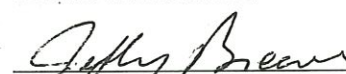
For the Board:

  
\_\_\_\_\_  
Salvatore Armato, Chairperson


  
\_\_\_\_\_  
Kim Klaus

  
\_\_\_\_\_  
Harold Skip Peters

For the Association:

  
\_\_\_\_\_  
Jeffrey Brewer, Chairperson

  
\_\_\_\_\_  
Jason King

  
\_\_\_\_\_  
Michelle Amos