

Memorandum of Agreement
Between
The Lacey Township Board of Education and
The Lacey Township Child Study Team Association

The Lacey Township Board of Education (the “Board”) and the Lacey Child Study Team Association (“Union”) agree to the following terms to be incorporated in the parties current collective negotiations agreement, subject to a majority ratification agreement by both parties. This Memorandum is subject to ratification by the membership of the Association and the Board. Both teams agree to recommend ratification of this Memorandum to their respective membership.

Terms

1. Article 10 CST Calendar #1 The in-school work years for employees will be ~~192~~ 189 days.
2. Article 10 CST Calendar #4
School Calendar. The Board shall adopt to school calendar and make copies available to all staff members. ~~CST shall work 10 months and 10 days, the 10 days to be assigned by the Director of Special Services.~~

3. Article 14 Salaries

Salary increases: Salary increases, shall be as follows:

Year 1 (2024-2025) = 2.6(%) percent increase to the agreed upon salary base, inclusive of increment cost, retroactive to July 1, 2024. The board agrees to include a \$500 payment for the top of the guide. The guides will be mutually agreed upon by both parties. Salary adjustments may result in a modification of current salary guides, scales and steps, including the implementation of additional steps or removal of existing steps.

The Parties shall mutually develop a guide for the supplemental teachers. All other stipends, rates, longevity amounts, and remuneration

items not changed in the Memorandum of Agreement shall remain unchanged for the successor agreement.

Salary increases are retroactive to the effective date of the contract, July 1, 2024. Retroactive salary, payments, salary adjustments, stipend adjustments, and adjustments in compensation items, if any, shall be made within thirty (30) days after the final Agreement with salary guides signed by the representatives of the Board and the Association and each party has received a signed copy.

4. Article 15 Duration of Agreement

This agreement shall be effective as of July 1, 2024, and shall continue to be in effect until June 30, 2025, subject to the Associations right to negotiate over a successor agreement as provided in Article 2. This agreement shall not be extended orally and is expressly understood that it shall expire on the date indicated.

5. Article 14 Salaries:

J. Add language: Effective July 1, 2024 and expiring June 30, 2025, any Association member who receives tuition reimbursement from the Board of Education shall be responsible to work a minimum of one (1) year after such reimbursement. If the Association member fails to work the additional time period the Association member shall be obligated to repay all monies received as tuition reimbursement from the Board of Education. The Board of Education shall consider special circumstances that shall be recommended by the Superintendent of Schools and voted on by the Board of Education.

Agreement July 1, 2024 through June 30, 2025.

For the Lacey Township Board of Education

By: Cheryl Gernat

Date: 8/20/24

By: Kim Klaus

Date: 8/20/24

By: [Signature]

Date: 8/20/2024

For the Lacey Township Child Study Team Association

By: [Signature]

Date: 8/20/24

By: Jessica Anderson

Date: 8/20/24

By: [Signature]

Date: 8/20/24