

**Memorandum of Agreement
Between
Lacey Township Board of Education
And the
Lacey Township Child Study Education Association**

- A.** The above-captioned parties, having reached a tentative settlement for a successor Collective Bargaining Agreement as set forth below.
- o The parties acknowledge that the terms and conditions of this memorandum are subject to ratification.
 - o The parties agree to support and recommend these terms and conditions to their respective constituents for ratification.
 - o All issues agreed to and signed off by both parties shall be incorporated in the new agreement (signed August 21, 2018 tentative agreements attached). All issues not previously agreed to and not mentioned herein are withdrawn. All other language in the in the 2015 -2018 agreement shall continue in the new agreement and will remain *status quo*.

- B. Contract Duration:** July 1, 2018 through June 30, 2021. All dates involving the length of the contract shall be modified to conform to the above duration of agreement.

C. Changed Articles:

Article 13 - INSURANCE PROTECTION

- o **A.** The Board shall pay the full cost for members, less any employee Tier 4 percentage insurance deduction. Association members will maintain the right to individually selected coverage from all plans offered by the NJ SEHBP.
The base medical plan for all employees shall be NJ School Employee health Benefit Plan Direct 15 as of January 1, 2019.
- o **B3.** The Board and the Association, hereby agree to the following:
The Board shall provide prescription coverage to eligible employees, less Tier 4 percentage employee insurance premium deduction. The co-pays will be as follows: \$10.00 Brand - \$5.00 Gen

- D. Salary Increases:** The following salary increases are inclusive of increments.
- Effective July 1, 2018: 3.5% (Plus Retroactive Pay from 7/1/18)
 - Effective July 1, 2019: 3.5%
 - Effective July 1, 2020: 3.5%

E. Salary guides:

3.5% Increase to each member's base salary each year of the agreement.

Date: 11/2/18

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For the Board:

Shaw Galan

For the Association:

Maury J. Harkness
Emily Harkness
Sheila
