


GLASSBORO PUBLIC SCHOOLS
GLASSBORO, NEW JERSEY

TO: Mark Silverstein
FROM: Scott Hengs 
DATE: January 4, 2017
RE: Agenda Item for January 25, 2017

I am requesting the Board of Education approve the Memorandum of Agreements for the negotiated agreement with the Glassboro Principals and Supervisors Association for the period July 1, 2016 to June 30, 2017 and July 1, 2107 to June 30, 2020.

**Memorandum of Agreement
Between
The Glassboro Public Schools Board of Education
and
The Glassboro Principals and Supervisors Association**

December 12, 2016

The above captioned parties, having reached a tentative settlement for a successor collective Negotiations Agreement as set forth below, shall recommend the terms of this memorandum, through their respective bargaining committees to the full Board of Education and the Association's general membership, and this memorandum shall be subject to ratification by the Board and the Association's general membership.

- 1) Duration
 - a. This agreement shall be effective July 1, 2016 and continue in existence through June 30, 2017.
- 2) Salary Increases: All increases are inclusive of increment for all categories of members and shall be applied to the salary guide as mutually agreed.
 - a. 2016-2017: 2.75%
- 3) Retroactivity: This agreement shall cover all current bargaining unit members for the period of July 1, 2016 – June 30, 2017, with all changes retroactive to the commencement date of the successor contract unless otherwise noted.
- 4) All signatories shall agree to recommend ratification to their respective parties.
- 5) All provisions of the 2013-2016 Agreement shall be continued without change to the successor agreement except as set forth herein.
- 6) All other proposals not incorporated herein shall be deemed withdrawn by the party who submitted such proposals.
- 7) The terms of this memorandum shall not be disclosed to anyone other than members of the Board and members of the Association until after ratification, except as required by law.
- 8) A duplicate of this memorandum has been furnished to and received by representatives of the parties.
- 9) Salary guides shall be developed mutually and agreed upon by the parties and signed off on prior to ratification of the new agreement.
- 10) Article IX – Health Benefits
 - Sub Paragraph A – Add the following as a new paragraph:
Starting January 1, 2017, employees who participate in the high deductible plan shall have the \$3,000 HSA funded at 100% by the Board paid in twelve (12) equal monthly installments. Payments shall be made as follows:

Members receiving Family, Member/Spouse, and Member/Child benefits level will receive \$250 per month toward HSA.

Members receiving Single coverage will receive \$125 per month towards the HSA.

This memorandum is 2 pages in length.

Dated December 12, 2016

For the Board of Education

For the Association (GPSA)

**Memorandum of Agreement
Between
The Glassboro Public Schools Board of Education
and
The Glassboro Principals and Supervisors Association**

December 12, 2016

The above captioned parties, having reached a tentative settlement for a successor collective Negotiations Agreement as set forth below, shall recommend the terms of this memorandum, through their respective bargaining committees to the full Board of Education and the Association's general membership, and this memorandum shall be subject to ratification by the Board and the Association's general membership.

- 1) Duration
 - a. This agreement shall be effective July 1, 2017 and continue in existence through June 30, 2020.
- 2) Salary Increases: All increases are inclusive of increment for all categories of members and shall be applied to the salary guide as mutually agreed.
 - a. 2017-2018: 2.70%
 - b. 2018-2019: 2.70%
 - c. 2019-2010: 2.70%
- 3) `.
- 4) All provisions of the 2016-2017 Agreement shall be continued without change to the successor agreement except as set forth herein.
- 5) All other proposals not incorporated herein shall be deemed withdrawn by the party who submitted such proposals.
- 6) The terms of this memorandum shall not be disclosed to anyone other than members of the Board and members of the Association until after ratification, except as required by law.
- 7) A duplicate of this memorandum has been furnished to and received by representatives of the parties.
- 8) Salary guides shall be developed mutually and agreed upon by the parties and signed off on prior to ratification of the new agreement.
- 9) Article IX – Health Benefits
Sub Paragraph A will now read:
Starting July 1, 2017, employees who participate in the high deductible plan shall have their healthcare contribution rates as 1.75% of salary in lieu of P.L. 2011 Ch. 78 contributions. Those employees shall have the \$3,000 HSA prorated (total payment of \$1500 over 6 months for all benefit levels except Single, which is \$750) by the board from July 1, 2017 to December 31, 2017 in six (6) equal payments as follows:
 - a. Members receiving Family, Member/Spouse, and Member/Child benefit levels will receive \$250 per month towards the HSA.
 - b. Members receiving Single Coverage benefit level will receive \$125 per month towards the HSA.

Starting January 1, 2018 and concluding June 30, 2020, the HSA will be funded at 70% by the board. Payments shall be made as follows:

- c. Members receiving Family, Member/Spouse, and Member/Child benefit levels will receive \$175 per month towards the HSA.
- d. Members receiving Single Coverage benefit level will receive \$87.50 per month towards the HSA.

10) Article VIII, subparagraph D, is deleted in its entirety and replaced with the following:

- a. Absence due to death in the immediate family is allowed without deduction up to five (5) days. Immediate family is defined to mean husband, wife, domestic partner from a civil union, father, mother, child, sibling, and parent-in-law.
- b. Absence due to death is allowed without deduction up to two (2) days for the following: grandparents, step-parents, step-children, step-siblings, aunt, uncle, cousin or members of the household.
- c. Absence due to death is allowed without deduction for one (1) day for the following: niece and nephew.
- d. Employees may, on a case-by-case basis, submit requests for funeral leave for a former member of an employee's household who is not included in this list. For those members not on the list for absences up to five (5) days or up to two (2) days, usage of personal days is required.

11) Article IX – Health Benefits – subparagraph F, is deleted in its entirety and replaced with the following:

- a. The Board shall determine the carrier for all insurance benefits provided that the benefits are equal or substantially similar to the plan currently provided.

12) Article XII – subparagraph F, is deleted in its entirety and is replaced as follows:

- a. The Board shall pay the administrative and mentoring fees for the residency of new administrators.

13) Article XII – Work Year, subparagraph D, is deleted in its entirety and is replaced as follows:

- a. D. In the event the length of the work year is reduced from one year (Year 1) to the following year (Year 2) the following shall take place:
 - i. The administrator's salary shall be the equivalent for Year 2 as what he/she received for Year 1.
 - ii. In year 3, as long as said year is covered by this current contract, an administrator shall receive a salary for Year 3 equivalent to what he/she would have received in Year 2, if there had been no reduction in the length of the work year.
- b. In the event that the length of Year 1 is reduced mid-year, the following shall take place:
 - i. The administrator's salary shall not be reduced for Year 1. Additionally, the administrator's salary shall remain the same for Year 2 as what was received for Year 1.

- ii. In Year 3, as long as said year is covered by this current contract, an administrator shall receive a salary for Year 3 equivalent to what he/she would have received in Year 2, if there had been no reduction in the length of the work year.

14)ARTICLE XI-SEVERANCE PAY FOR ADMINISTRATORS, delete in its entirety and replace with the following language:

"Effective July 1, 2017, upon retirement with proof of such retirement provided to the Board of Education, the Board shall pay all eligible administrators for unused, accumulated sick leave at the rate of \$115.00 per day up to maximum payout of \$25,000.00.

In order to be eligible to receive the maximum pay out of \$25,000.00 at retirement, an administrator is required to have completed a minimum of fifteen (15) consecutive years of service in the Glassboro School District, must have enough unused accumulated sick leave days to be eligible for the maximum payout, and the administrator must notify the Board of his/her intention to retire no later than December 31, 2019. No administrator shall be deemed eligible to receive the maximum pay out of \$25,0000.00 at retirement if notification is received after December 31, 2019. There are no exceptions to this condition.

Effective June 30, 2020, upon retirement with proof of such retirement provided to the Board of Education, the Board shall pay all administrators for unused accumulated sick leave at the rate of \$115.00 per day up to a maximum payout of \$15,000.00. In order to qualify for such payment at retirement, administrators must have completed a minimum of fifteen (15) consecutive years of service in the Glassboro School District."

15)Article XVI – Salaries, subparagraph F, change April 1 to April 15

This memorandum is 3 pages in length.

Dated December 12, 2016

For the Board of Education

For the Association (GPSA)

