

MEMORANDUM OF AGREEMENT
Flemington-Raritan Regional Board of Education (“Board”) and the
Flemington-Raritan School Administrators Association (“FRSAA”)
2022-2027 CNA Negotiations

The above noted parties, having reached a tentative settlement for a successor Collective Negotiations Agreement (“CNA”) as set forth below, shall recommend the terms of this Memorandum of Agreement (“MOA”), through their respective Negotiating Committees, to their respective members, and this MOA shall be subject to ratification by both the full Board and the FRSSA’s general membership.

1. The parties agree to the following salary increases, inclusive of increment, for the following school years:

2022-2023	3%
2023-2024	3%
2024-2025	3%
2025-2026	3%
2026-2027	3%

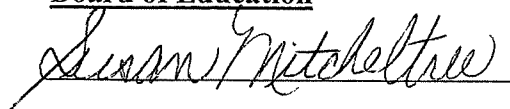
2. The parties accept and incorporate all tentative agreements attached hereto, agreed upon during negotiations.
3. All other demands and proposals made during these negotiations not included in this MOA shall be deemed withdrawn.
4. The parties agree that guides shall be mutually developed and agreed-upon.
5. Except where disclosure is required by law, the terms of this MOA shall remain confidential until after ratification by both parties.
6. All other provisions of the prior contract not amended herein, including all other monetary amounts not specifically addressed, shall continue, status quo, in the successor contract.
7. This MOA is contingent upon ratification by the FRSSA membership and the Board.

FRSSA

FRAA



Board of Education



Dated:

TENTATIVE AGREEMENTS

1. Article V, Subsection (C), "Vacation Time," page 7, revise as follows, and the remainder of the section remains the same:

~~After September 1 of any given work year, an~~ An administrator may carry-over up to ten (10) vacation days from the previous year into the current year, which must be used, or else forfeited, by January 1 of the current year. Administrators who leave the employ of the Board will be reimbursed for unused vacation. Days (daily rate of pay shall equal 1/240 of salary) that were earned or accumulated during the current work year according to the following table: (a partial day will be paid as a full day). . . .

2. Increment increases to salary for the 2022-2023 school year shall be applied after first adding members' base salaries for the 2021-2022 school year plus whatever performance incentive, if any, a member earned during the 2021-2022 school year. As indicated below, performance incentives, thereafter, shall not be paid.
3. Article X, "Compensation," Subsection (C), "Performance Incentive," page 15, delete in its entirety:

~~To reward extraordinary performance and achievement, up to two Performance Bonuses per year may be granted to each Administrator. The total of all Performance Bonuses in any year may not exceed 2.9% of annual salary. Any such Performance Bonus shall be considered extra compensation, shall not be cumulative, and shall not be pensionable.~~

~~Performance Bonus payment is contingent upon achievement of quantitative and/or qualitative performance objectives called Performance Goals. Performance Goals must be rigorous, specific, and measurable. Each Performance Goal and criteria for measuring evidence of completion must be expressly documented by the Administrator, and approved by the Superintendent prior to October 15 of each school year using the Performance Goal Submission Form. Performance Goals expire at the end of each school year, but can be redefined the following year.~~

~~All action steps towards achievement of Performance Goals must be completed by June 30 of each school year. Proof of achievement must be submitted to the Superintendent before September 1. At the discretion of the Superintendent, significant achievement towards Performance Goal may be compensated with a partial payment of Performance Bonus. Achievement of Performance Goals must be documented by the Superintendent and submitted to the Board of Education to approve payment of all Performance Bonuses. The Board of Education may not overturn the Superintendent's decision regarding achievement of Performance Goals. Performance Bonus payments shall be payable by September 30.~~

4. Article X, "Compensation," Subsection (D), "Salary Adjustment," page 15, renumber to Subsection (C).
5. Stipends previously paid to members for various activities will no longer be paid.