

MEMORANDUM OF AGREEMENT

FLEMINGTON-RARITAN REGIONAL BOARD OF EDUCATION ("BOARD") AND FLEMINGTON-RARITAN ADMINISTRATORS ASSOCIATION ("FRAA")

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 FRAA's general membership.

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

2018-2019	3.0%
2019-2020	3.0%
2020-2021	3.0%
2021-2022	3.0%

2. Article 1, Section A – amended as follows:

This contract shall commence on July 1, 2018 and terminate on June 30, 2022

3. In Article 1, Section B the title of Director of Special Services shall be changed to Director of Pupil Personnel Services, and the title of Special Services Supervisor shall be changed to Supervisor of Pupil Personnel Services.
4. Under Article 5 add Section G to state as follows:

Twelve month administrators shall be entitled to the following thirteen (13) paid holidays:

New Year's Day
Martin Luther King Day
Friday before President's Day
President's Day
Good Friday
Memorial Day
July 4
Labor Day
Yom Kippur/Rosh Hashanah (in the event school is closed)
Friday of the NJEA Convention
Thanksgiving Day and Friday Following
Christmas Day

Ten month administrators shall be entitled to all of the above holidays with the exception of July 4th.

5. Article 6 shall be amended as follows:

Effective July 1, 2018, the Board will pay the premium for Comprehensive Major Medical, Surgical and Dental for single or family coverage for all administrators, subject to employee percentage contributions toward premiums, as outlined on the chart below.

SALARY	EMPLOYEE CONTRIBUTIONS
\$0 - \$29,999	8.5%
\$30,000 - \$49,999	11.5%
\$50,000 - \$54,999	13.5%
\$55,000 - \$59,999	15.5%
\$60,000 - \$64,999	18.5%
\$65,000 - \$74,999	20.5%
\$75,000 - \$99,999	22.5%
\$100,000 - \$124,999	30.5%
\$125,000 +	32.5%

6. Article 6 shall be amended to reflect the elimination of the PPO, and the implementation of Direct Access as the medical plan for all members.
7. Article 6 shall be amended to include the following language:

Voluntary Waiver of Benefits

1. There shall be a voluntary waiver incentive plan for the health/hospitalization, prescription and dental insurances provided in this Agreement. Effective 7/1/18, an incentive payment, not to exceed \$5000, will be made to the administrator in the amount of 25% of the relevant premium, minus employee contribution, that the Board would have been required to pay if the employee had not waived coverage. The waiver period shall be July 1 through June 30. The payment will be made in two installments per year, one in December and one in June.
2. Employees eligible to waive insurances are employees who are eligible to receive any enrollment level above single for health/hospitalization insurance or are eligible to receive any enrollment level for prescription and dental insurance.
3. An employee may waive one, two or all three insurances.
4. An employee who has no other health/hospitalization coverage may not waive the health/hospitalization coverage. An employee waiving health/hospitalization coverage must provide proof of alternative coverage or the waiver will not be allowed.
5. An employee who waives coverage may re-enroll at the open enrollment periods, subject to carrier rules. The only exception is that if a spouse's health/hospitalization coverage is terminated during an insurance year, the employee may re-enroll

immediately in the District's plan. If such re-enrollment occurs during the insurance year, the incentive payment will be prorated for that year.

6. Each potentially eligible employee will receive a form from the administration. It will contain a final return date and waiver of coverage, and will specify the incentive payment which will be received.
 7. In order to protect all employees from Federal and State taxation of existing benefits once this plan is in effect, the District will maintain a Section 125 plan.
 8. Employees who receive such a waiver incentive are subject to normal Federal and State withholding on such payment.
8. Article 7, Section C shall be amended to include the following language:
- Payment for tuition reimbursement requires the administrator to provide proof that he/she achieved a grade of a "B" or higher.
- If an administrator leaves the employ of the Flemington Raritan School District within one (1) school year after receiving his/her degree from tuition reimbursement, he/she shall reimburse the District the total amount of tuition reimbursement paid in the preceding twenty-four (24) months.
9. Schedule A shall be modified in accordance with the attached.
10. Article 10, Section C shall be amended to reflect that annual performance bonuses may not exceed 2% of an administrator's annual base salary.
11. Article 7, Section A shall be amended as follows:
- An administrator with a certificate of eligibility will be reimbursed for the mentoring fee at the current rate, **for each year of the two year program**, upon receipt of a copy of the Standard Principal Certificate.
12. Article 9, Section A shall be amended as follows:
- The Superintendent shall notify any administrator, in writing, of any involuntary transfer or reassignment by May 15th for transfers effective the following school year. **A temporary transfer can be made at any point in the school year; however, it will not exceed one hundred and twenty (120) days in duration, unless mutually agreed between the Superintendent and administrator to extend beyond one hundred and twenty (120) days.**
13. All other demands and proposals not included in this MOA shall be deemed withdrawn.

14. Except where disclosure is required by law, the terms of this MOA shall remain confidential until after ratification by both parties.
15. All other provisions of the prior contract not amended herein and including the amendments set forth in the attachment hereto, including all other monetary amounts not specifically addressed, shall continue, status quo, in the successor contract.
16. This MOA is contingent upon ratification by the FRAA membership and the Board.

Flemington-Raritan Administrators Association Board of Education

Maria Maresca
Art Castelli

June 20, 2018
June 20, 2018

Dated: