

**MEMORANDUM OF AGREEMENT
BETWEEN
THE EAST ORANGE BOARD OF EDUCATION
AND
THE EAST ORANGE MAINTENANCE ASSOCIATION**

The Parties agree to the following terms and conditions, which shall modify the Collective Bargaining Agreement (“CBA”) between the parties. Any other terms and conditions contained in the Collective Bargaining Agreement not referenced or modified by this Memorandum of Agreement (“MOA”) shall remain in force and in full consideration. The Parties agree to recommend that this MOA be ratified by the East Orange Maintenance Association and the East Orange Board of Education. This MOA will not become binding until fully ratified.

A. DURATION Five (5) Years (July 1, 2018 - June 30, 2023)

B. SALARY To be applied only to the salary guide, and not to stipends or hourly rates, inclusive of increment:

Year	Group(s)	%
2018-2019	Security	2.8
2019-2020	Security, Paras/TAs	2.8
2020-2021	Security, Paras/TAs, Maintenance	2.8
2021-2022	Security, Paras/TAs, Maintenance	3.0
2022-2023	Security, Paras/TAs, Maintenance	3.0

Salary guides shall be mutually agreed upon by the Parties

C. STIPENDS:

Maintenance and Security:

- Boot stipend increased to \$150 per year. Personnel will be able to select a black work boot/shoe from District selected vendor as long as the boot/shoe is in compliance with the uniform policy set forth by the District.

Maintenance:

- Lunch increased to 45 min (currently 30 min)

Security Only:

- Change the language which states **cleaning allowance**, to **cleaning/clothing allowance**.

Teacher Assistants

- Effective upon full ratification, certified Teacher Assistants who cover classes, whether the class they are usually assigned to or a

class outside of their usual assignment, shall be paid their usual teacher assistant salary and shall receive extra compensation for covering classes at a rate of \$25.00 per period. The provision concerning the extra compensation for coverage of their usually assigned class shall sunset at the end of this contract term, which is **June 30, 2023**.

- The Parties agree to meet prior to the expiration of the contract to discuss compensation for Teachers Assistants who cover their usual assignment.

D. SECURITY AND MAINTENANCE (NEW LANGUAGE)

a. Weather-Related State of Emergency

1. Effective upon full ratification, Maintenance and Security personnel who are required to work on any day when schools are closed for a weather-related state of emergency shall be paid 1.5 times their salary, in addition to their regular day of pay.

b. Non-Weather-Related State of Emergency and/or Public Health Emergency

1. Effective upon full ratification, Maintenance and Security personnel who are required to work on any day when schools are closed for a public health emergency and/or non-weather-related state of emergency shall be paid 1.5 times their salary, in addition to their regular day of pay for up to forty (40) work-days per year (to not be rolled over). In the event that the public health emergency and/or non-weather state of emergency exceeds forty (40) work days, Maintenance and Security personnel who are required to work shall be paid straight time beginning with the forty-first work day.

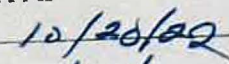
- c. Effective upon full ratification, Article VII (9)(k), shall be replaced with the following: No maintenance personnel shall be required to work and shall be paid their regular salary on any day when the Governor of the State of New Jersey, or the Mayor of Easy Orange or the Mayor of the town in which the employee resides orders citizens not to leave their house.

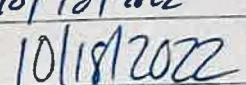
FOR THE BOARD



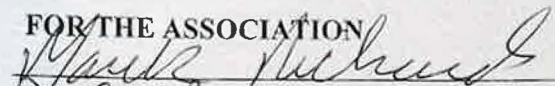
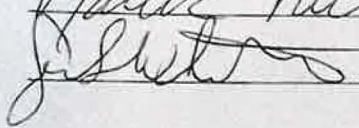


DATE





FOR THE ASSOCIATION

DATE

