

**MEMORANDUM OF AGREEMENT
BETWEEN THE
KEARNY BOARD OF EDUCATION (Board)
AND
KEARNY EDUCATIONAL OFFICE PROFESSIONALS ASSOCIATION (Association)
for a Successor Contract to the Current Contract
Between the Board and the Association
For the Period July 1, 2023 to June 30, 2026**

THIS MEMORANDUM OF AGREEMENT is made this 24th day of May, 2023, by and between the negotiating teams representing the Board and the Association.

WHEREAS, the parties have been engaged in negotiations in good faith in an effort to arrive at successor contracts to a Contract which expires on June 30, 2023; and

WHEREAS, the parties have arrived at a Memorandum of Agreement ("Memorandum") which each will present to their respective constituents, along with their recommendations for acceptance and ratification.

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties stipulate as to the following:

1. The provisions of this Memorandum are subject to and contingent upon ratification by the parties represented by the signatories herein to the Contract and to the execution of a more formal Contract.
2. The Contract shall cover the period of July 1, 2023 to June 30, 2026.
3. All portions of the most recently expired Contract and not modified by the terms of this Memorandum shall continue to be of full force and effect and be carried forward and be incorporated into the July 1, 2023 to June 30, 2026 Contract.
4. A duplicate of this Memorandum has been furnished to and been received by representatives of the parties herein.
5. Unless otherwise noted, all dates involving the duration in the Contract shall be conformed to the duration of the July 1, 2023 to June 30, 2026 Contract.
6. Any Tentative Agreements previously signed by the parties including the agreed-upon scattergrams and base-year analysis costs are attached to and made a part of this Memorandum.
7. All items agreed to by and between the parties during negotiations shall be incorporated into the July 1, 2023 to June 30, 2026 Contract.
8. All parties acknowledge these terms and conditions are subject to ratification.

9. All parties agree to recommend for ratification the terms and conditions contained herein to their respective constituents.
10. All other proposals are hereby withdrawn by both parties.
11. *The parties agree as follows:*

COVER PAGE

Cover Page, (L. 6)

DELETE:

JULY 1, 2020 through JUNE 30, 2023

SUBSTITUTE:

JULY 1, 2023 through JUNE 30, 2026

Cover Page, (L. 9)

DELETE:

SCIARRILLO, CORNELL, MERLINO, McKEEVER & OSBORNE, LLC

SUBSTITUTE:

CORNELL, MERLINO, McKEEVER & OSBORNE, LLC

ARTICLE VIII INSURANCE PROTECTION

P. 12, §1.b

ADD:

Effective January 1, 2021, any employee hired on or after July 1, 2020 who is eligible for health benefits shall be enrolled in the New Jersey Educators Health Plan ("NJEHP"). All such employees shall remain enrolled in the NJEHP, or the Garden State Health Plan ("GSHP") following its availability on July 1, 2021, or shall waive coverage through December 31, 2027. Effective January 1, 2021, any employee hired prior to July 1, 2020 who is eligible for health benefits may enroll in NJ Direct 10, NJ Direct 15, NJEHP, or GSHP. Employees enrolled in the NJEHP or GSHP shall make payments toward the cost of coverage in accordance with P.L. 2020, c. 44 ("Chapter 44"). Employees enrolled in any other health benefit plan shall make payments toward the cost of coverage in accordance with P.L. 2012, c. 78 ("Chapter 78").

Re-letter remainder of Article.

P. 13, §4

ADD:

Employees shall contribute annually towards the cost of dental benefits in an amount equal to the statutory health care contribution in accordance with the provisions of Chapter 78 tier four, or as required by law, whichever is greater.

ARTICLE IX
VACATIONS

P. 14, §1 (L. 11)

ADD:

...in accordance with the law.

ARTICLE X
LEAVES OF ABSENCE

P. 16, §6 (L. 2)

ADD:

In the event an employee wishes to take non-consecutive days, the employee will submit the request to the Superintendent who will review on a case by case basis.

P. 17, §9 (L. 1)

DELETE:

..., bereavement...

P. 17, §9

ADD:

When teachers and students have a delayed opening, bargaining unit members shall be required to come to work one (1) hour after their original start time without loss of compensation.

ARTICLE XIII
EMPLOYEE IMPROVEMENT PLAN

P. 19, §2 (L. 15-17)

DELETE:

..., a license, diploma or certificate must be earned through completion of a course of study equivalent to one (1) full-time college semester at a recognized business, secretarial or technical institution.

ARTICLE XVII
DURATION

P. 23 (L. 1)

DELETE:

... 2020...

SUBSTITUTE:

...2023...

P. 23 (L. 2)

DELETE:

... 2023...

SUBSTITUTE:

...2026...

SALARY

The parties agree to a salary increase over the 2022-2023 base salary for those as established by the agreed upon scattergram summary as follows:

2023-2024: 3.5 % inclusive of the cost of increment

2024-2025: 3.35 % inclusive of the cost of increment

2025-2026: 3.35 % inclusive of the cost of increment

Salary adjustments may result in a modification of current salary guides, scales and steps, including the implementation of additional steps. Salary distribution and salary guide construction shall be mutually agreed upon by the Association and the Board. All salary increases shall be retroactive to July 1, 2023. Longevity increments shall be improved in year 1 only by \$200.00 per increment.

Unless otherwise noted above, all other stipends, rates, longevity amounts, and remuneration items not changed in this Memorandum or a Tentative Agreement shall remain unchanged for the 2020-2023 Contract.

Retroactive salary, payments, salary adjustments, stipend adjustments, and adjustments in compensation items, if any, shall not be made earlier than thirty (30) days after the 2023- 2026 Contract with salary guides is signed by the representatives of the Board and the Association and each party has received a signed copy. In no event shall retroactive pay be made later than sixty (60) days after the 2023 -2026 Contract with salary guides is signed.

Attached as Exhibit A is the summer schedule for 2023-24 school year. It is understood that this schedule expires as of September 1, 2023.

BOARD:



ASSOCIATION:



Dated: 5/24/23

Dated: 5/24/2023

SUMMER HOURS		
SECRETARIES		
8:00 AM	4:00 PM	30 MIN LUNCH
TECH		
7:30 AM	4:00 PM	30 MIN LUNCH

Summer hours will begin July 3rd, 2023 and end August __, 2023.

Schedule will be mandatory for all staff members.

Part- Timers will work their regular schedule.

A day off work, will count as 1 day.

TENTATIVE AGREEMENT NO. 1
For a Successor Agreement to the
July 1, 2023 through June 30, 2026 Agreement
Between the
KEARNY BOARD OF EDUCATION (BOARD)

and the
KEARNY EDUCATIONAL OFFICE PROFESSIONALS' ASSOCIATION
(ASSOCIATION)

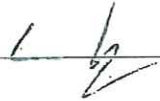
ARTICLE X
LEAVES OF ABSENCE

P. 17, §9 (L. 1)

DELETE:

..., bereavement...

On Behalf of the Board



Dated: 4/26/23

On Behalf of the Association



Dated: 4/26/2023

TENTATIVE AGREEMENT NO. 2
For a Successor Agreement to the
July 1, 2023 through June 30, 2026 Agreement
Between the
KEARNY BOARD OF EDUCATION (BOARD)
and the
KEARNY EDUCATIONAL OFFICE PROFESSIONALS ASSOCIATION
(ASSOCIATION)

ARTICLE XII
HOLIDAYS

P. 18, §1 (L. 11)

ADD:

Juneteenth

P. 18, §1 (L. 12)

ADD: ... 2nd day after Christmas

P. 18, §1 (L. 15-16)

DELETE: Effective July 1, 2016... after Christmas off.

On Behalf of the Board

Dated: 4/26/23

On Behalf of the Association

Dated: 4/26/2023

TENTATIVE AGREEMENT NO. 3
For a Successor Agreement to the
July 1, 2023 through June 30, 2026 Agreement
Between the

KEARNY BOARD OF EDUCATION (BOARD)
and the
KEARNY EDUCATIONAL OFFICE PROFESSIONALS ASSOCIATION
(ASSOCIATION)

APPENDIX "A" (Classifications)

P. 30 (L 19):

DELETE:

Chief Clerk Typist High School

P. 30 (L 27-30):

DELETE:

Assistant Bookkeeper/Reception
High School Clerk Guidance
Clerk/Typist
Office Assistant

On Behalf of the Board

Dated: 4/26/23

On Behalf of the Association

Dated: 4/26/2023

TENTATIVE AGREEMENT NO. 4
For a Successor Agreement to the
July 1, 2023 through June 30, 2026 Agreement
Between the
KEARNY BOARD OF EDUCATION (BOARD)
and the
KEARNY EDUCATIONAL OFFICE PROFESSIONALS ASSOCIATION
(ASSOCIATION)

SALARIES

ADD

The following after "than thirty (30) days": "..... but no later than ~~ninety~~ ^{Sixty} ~~(90)~~ days after..."

(60) Val

On Behalf of the Board

[Signature]

Dated: 4/26/23

On Behalf of the Association

[Signature]

Dated: 4/26/2023

BASE YEAR													
2022-23													
Salary Guide													
Step	Net Eng	Coord AP	Pay/BK	Residency	Tech	HSP Sec	Sec	Clerk	PT Sec	PT Tech			
1	96,934	59,374	56,350	60,408	54,883	52,140	51,499	50,527	27,197	28,889			
2	98,975	60,392	57,343	61,468	57,060	53,035	52,393	51,336	27,644	29,978			
3	101,127	61,431	58,327	62,529	59,238	53,929	53,294	52,153	28,095	31,067			
4	103,394	62,491	59,303	65,710	61,416	54,831	54,189	52,436	28,542	32,156			
5	105,774	64,572	61,314	69,892	63,594	56,723	56,089	53,718	29,492	33,245			
6	108,268	71,778	68,052	74,188	65,771	63,140	62,502	60,940	32,699	34,333			
OG							61,752						
Scattergram													
Step	Net Eng	Coord AP	Pay/BK	Residency	Tech	HSP Sec	Sec	Clerk	PT Sec	PT Tech	Total	Percent	
1	0	0	0	0	0	0	2	0	0	0	2	4.65%	
2	0	0	1	0	1	0	2	0	2	0	6	13.95%	
3	0	0	0	0	0	0	0	0	1	0	1	2.33%	
4	0	0	0	0	0	0	1	0	0	0	1	2.33%	
5	0	0	0	0	0	0	2	0	1	0	3	6.98%	
6	1	0	2	1	5	1	18	0	1	0	29	67.44%	
OG							1					1	2.33%
Total	1	0	3	1	6	1	26	0	5	0	43	100.00%	
%	2.33%	0.00%	6.98%	2.33%	13.95%	2.33%	60.47%	0.00%	11.63%	0.00%	100%		
Guide Cost													
Step	Net Eng	Coord AP	Pay/BK	Residency	Tech	HSP Sec	Sec	Clerk	PT Sec	PT Tech			
1	0	0	0	0	0	0	102,998	0	0	0			
2	0	0	57,343	0	57,060	0	104,786	0	55,288	0			
3	0	0	0	0	0	0	0	0	28,095	0			
4	0	0	0	0	0	0	54,189	0	0	0			
5	0	0	0	0	0	0	112,178	0	29,492	0			
6	108,268	0	136,104	74,188	328,855	63,140	1,125,036	0	32,699	0			
OG							61,752						
										Total	2,531,471		
										Average	58,871.42		
										1%	25,314.71		
										Longevity	45,160.00		
										Stipends	21,400.00		
Increment Pattern													
Step	Net Eng	Coord AP	Pay/BK	Residency	Tech	HSP Sec	Sec	Clerk	PT Sec	PT Tech			
1	2,041	1,018	993	1,060	2,177	895	894	809	447	1,089			
2	2,152	1,039	984	1,061	2,178	894	901	817	451	1,089			
3	2,267	1,060	976	3,181	2,178	902	895	283	447	1,089			
4	2,380	2,081	2,011	4,182	2,178	1,892	1,900	1,282	950	1,089			
5	2,494	7,206	6,738	4,296	2,177	6,417	6,413	7,222	3,207	1,088			


 Board of Education
 3/20/23 negotiations


 Lisa Anne Scholago
 3/20/2023

Increment Cost										
Step	Net Eng	Coord AP	Pay/BK	Residency	Tech	HSP Sec	Sec	Clerk	PT Sec	PT Tech
1	0	0	0	0	0	0	1,788	0	0	0
2	0	0	984	0	2,178	0	1,802	0	902	0
3	0	0	0	0	0	0	0	0	447	0
4	0	0	0	0	0	0	1,900	0	0	0
5	0	0	0	0	0	0	12,826	0	3,207	0
									Total	26,034
									% of Base	1.03%
Increment as a Percent										
Step	Net Eng	Coord AP	Pay/BK	Residency	Tech	HSP Sec	Sec	Clerk	PT Sec	PT Tech
1	2.11%	1.71%	1.76%	1.75%	3.97%	1.72%	1.74%	1.60%	1.64%	3.77%
2	2.17%	1.72%	1.72%	1.73%	3.82%	1.69%	1.72%	1.59%	1.63%	3.63%
3	2.24%	1.73%	1.67%	5.09%	3.68%	1.67%	1.68%	0.54%	1.59%	3.51%
4	2.30%	3.33%	3.39%	6.36%	3.55%	3.45%	3.51%	2.44%	3.33%	3.39%
5	2.36%	11.16%	10.99%	6.15%	3.42%	11.31%	11.43%	13.44%	10.87%	3.27%