

The Roselle Administrative Association

October 14, 2021

Memo:

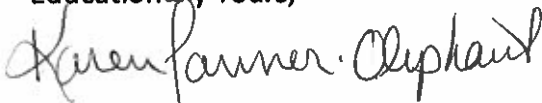
To: Dr. Washington, President of the Board of the Roselle Board of Education
Dr. Fisher, Superintendent of Schools

From: Karen Tanner-Oliphant, RAA

Subject: Ratification of the MOA – Memorandum of Agreement: July 1, 2017- June 30, 2021

Greetings from the members of the Roselle Administrative Association! We are very pleased to share that last evening, the members of the association caucused, to review the proposed settlement agreement pertaining to the salary guides. The discussion resulted in an affirmative vote confirming the acceptance of the terms and conditions outlined in the Memorandum of Agreement.

Educationally Yours,



Karen Tanner-Oliphant, RAA

Cc: Andreea Harry, RAA
Angela Robinson, RAA
Marilyn Hawthorne, NJPSA
Richard Klockner, NJPSA

Attachment: Signed MOA

7/14
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MEMORANDUM OF AGREEMENT

by and between

**THE ROSELLE BOARD OF EDUCATION
(THE "BOARD")**

and

**THE ROSELLE ADMINISTRATIVE ASSOCIATION
(THE "ASSOCIATION")**

WHEREAS, the Board is the public employer of the following full-time certified personnel employed by the Board: Principals, Vice Principals, Director of Athletics, Director Special Services, and District Supervisors (but excluding all other employees of the Board) as set forth in the parties' Collective Negotiations Agreement; and

WHEREAS, all such employees are represented for purposes of collective negotiations by the Association; and

WHEREAS, the parties have negotiated in good faith in agreeing to terms and conditions of employment covering Association members from July 1, 2017 through June 30, 2021; and

WHEREAS, the parties wish to memorialize those terms and conditions of employment governing the parties' labor relations for the aforesaid period of time;

NOW, THEREFORE, in consideration of the promises and the mutual covenants herein contained, and for other good and valuable considerations:

1. The Board and the Association, having reached a tentative settlement for a successor Collective Negotiations Agreement as set forth below, shall recommend the terms of this Memorandum of Agreement ("MOA") to the full Board and the Association's general membership, and this MOA shall be subject to ratification by the Board and the Association's general membership. The Association shall ratify the MOA first and, once advised of the Association's ratified approval of this MOA, the Board will conduct its meeting to ratify.
2. This MOA sets forth the full and complete agreements and understandings of the two Parties, and these agreements and understandings shall be embodied formally in a properly drawn successor Collective Negotiations Agreement (the "new Contract").
3. The new Contract shall be in force and effect from July 1, 2017 through June 30, 2021 and all terms set forth therein shall continue until such time as a successor agreement is executed by the parties.

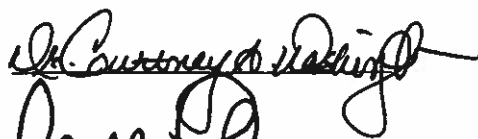
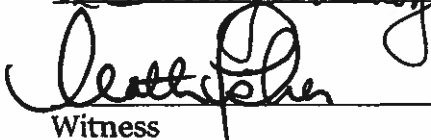
4. All contract sections referred to below refer to the structure of the current Contract. Unless otherwise indicated herein, all terms, conditions, and provisions of the current Collective Negotiations Agreement between the parties, running from July 1, 2012 through June 30, 2017, shall remain in full force and effect, except as expressly modified by mutual agreement as set forth herein.
5. Global Changes: Conform dates throughout the current Contract, fix typographical and grammatical errors, update table of contents and pagination as needed, amend "they" to "he/she" and "their" to "his/her" throughout.
6. All changes in the terms and conditions of this MOA shall become effective only upon ratification of this agreement by both parties.
7. Article XVII Compensation: The Parties agree that the salary guides shall be adjusted as follows:
 - Effective July 1, 2017, the base salaries of the Association shall be increased by 2.80%
 - Effective July 1, 2018, the base salaries of the Association shall be increased by 2.80%
 - Effective July 1, 2019, the base salaries of the Association shall be increased by 2.90%
 - Effective July 1, 2020, the base salaries of the Association shall be increased by 3.00%

All the above increases are inclusive of increment and retroactive to the dates referenced above.

The Parties agree that the salary guides proposed by the Association dated August 29, 2021 (attached hereto as "Attachment A") shall be implemented by the parties and incorporated into the new Contract.

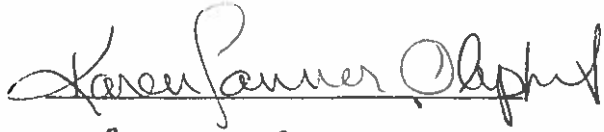
8. All other proposals by either party are deemed fully and completely withdrawn if not otherwise included in this document.

For the Roselle Board of Education



Witness

Dated: 10/13, 2021

For Roselle Administrative Association



Witness

Dated: 10/13, 2021

2017-2018 Roselle Administrator Association

School Principal		12 Month Director		10.5 Month VP		12 Month Supervisor		12 Month VP		10.5 Month Principal	
Step	Guide Salary	Step	Guide Salary	Step	Guide Salary	Step	Guide Salary	Step	Guide Salary	Step	Guide Salary
1	\$107,411	1	\$99,880	1	\$80,786	1	\$90,376	1	\$87,856	1	\$96,697
2	\$108,911	2	\$101,380	2	\$82,286	2	\$92,809	2	\$90,284	2	\$99,431
3	\$111,992	3	\$104,285	3	\$84,269	3	\$96,769	3	\$93,182	3	\$102,478
4	\$115,086	4	\$107,480	4	\$86,218	4	\$99,144	4	\$95,337	4	\$106,190
5	\$118,331	5	\$112,744	5	\$88,170	5	\$103,869	5	\$97,024	5	\$109,112
6	\$121,940	6	\$116,028	6	\$90,121	6	\$106,477	6	\$98,690	6	\$112,559
7	\$126,034	7	\$118,228	7	\$91,825	7	\$110,539	7	\$102,028	7	\$114,449
8	\$131,743	8	\$120,111	8	\$94,009	8	\$112,859	8	\$104,557	8	\$117,648
9	\$134,563	9	\$123,552	9	\$96,246	9	\$115,776	9	\$106,416	9	\$119,573
10	\$136,630	10	\$127,093	10	\$99,019	10	\$116,788	10	\$109,100	10	\$122,084
11	\$144,700	11	\$137,026	11	\$101,870	11	\$118,788	11	\$112,635	11	\$127,816
12	\$146,200	12	\$138,526	12	\$104,806	12	\$123,159	12	\$115,309	12	\$130,231
13	\$147,700	13	\$140,026	13	\$107,107	13	\$124,559	13	\$117,841	13	\$131,531

2018-2019 Roselle Administrator Association

School Principal		12 Month Director		10.5 Month VP		12 Month Supervisor		12 Month VP		10.5 Month Principal	
Step	Guide Salary	Step	Guide Salary	Step	Guide Salary	Step	Guide Salary	Step	Guide Salary	Step	Guide Salary
1	\$108,670	1	\$101,876	1	\$81,508	1	\$91,358	1	\$89,650	1	\$100,201
2	\$111,170	2	\$103,376	2	\$83,008	2	\$93,358	2	\$91,150	2	\$102,601
3	\$113,267	3	\$105,435	3	\$85,726	3	\$96,521	3	\$94,347	3	\$105,001
4	\$116,191	4	\$108,456	4	\$87,387	4	\$100,156	4	\$96,909	4	\$107,401
5	\$119,402	5	\$113,100	5	\$89,408	5	\$104,052	5	\$98,912	5	\$109,801
6	\$122,768	6	\$116,690	6	\$91,432	6	\$107,556	6	\$100,226	6	\$113,824
7	\$126,513	7	\$120,089	7	\$93,456	7	\$111,500	7	\$103,131	7	\$116,724
8	\$132,000	8	\$122,366	8	\$95,222	8	\$114,408	8	\$105,395	8	\$119,124
9	\$135,696	9	\$125,515	9	\$97,487	9	\$116,245	9	\$107,798	9	\$121,524
10	\$138,208	10	\$129,112	10	\$99,807	10	\$118,671	10	\$109,100	10	\$122,084
11	\$144,700	11	\$137,026	11	\$102,237	11	\$121,167	11	\$112,835	11	\$127,816
12	\$146,508	12	\$138,739	12	\$105,181	12	\$123,200	12	\$115,509	12	\$130,250
13	\$148,008	13	\$140,239	13	\$108,212	13	\$124,637	13	\$118,041	13	\$131,859

2019-2020 Roselle Administrator Association

School Principal		12 Month Director		10.5 Month VP		12 Month Supervisor		12 Month VP		10.5 Month Principal	
Step	Guide Salary	Step	Guide Salary	Step	Guide Salary	Step	Guide Salary	Step	Guide Salary	Step	Guide Salary
1	\$113,200	1	\$ 105,524	1	\$ 82,598	1	\$ 94,400	1	\$ 92,786	1	\$ 105,083
2	\$116,000	2	\$ 108,124	2	\$ 84,998	2	\$ 97,000	2	\$ 94,786	2	\$ 106,883
3	\$118,800	3	\$ 110,724	3	\$ 87,398	3	\$ 99,100	3	\$ 96,786	3	\$ 108,683
4	\$121,600	4	\$ 113,324	4	\$ 89,798	4	\$ 102,500	4	\$ 98,786	4	\$ 110,483
5	\$124,400	5	\$ 115,924	5	\$ 91,998	5	\$ 106,500	5	\$ 100,786	5	\$ 112,283
6	\$127,200	6	\$ 118,524	6	\$ 94,198	6	\$ 108,700	6	\$ 102,600	6	\$ 114,083
7	\$130,000	7	\$ 121,124	7	\$ 96,398	7	\$ 111,589	7	\$ 104,600	7	\$ 116,083
8	\$132,900	8	\$ 124,000	8	\$ 98,598	8	\$ 114,089	8	\$ 106,600	8	\$ 120,517
9	\$135,700	9	\$ 127,000	9	\$ 100,798	9	\$ 117,783	9	\$ 108,556	9	\$ 123,174
10	\$138,817	10	\$ 129,500	10	\$ 102,998	10	\$ 118,686	10	\$ 110,816	10	\$ 124,774
11	\$144,700	11	\$ 137,365	11	\$ 105,198	11	\$ 121,167	11	\$ 112,850	11	\$ 127,500
12	\$146,800	12	\$ 139,013	12	\$ 107,398	12	\$ 123,800	12	\$ 115,509	12	\$ 130,050
13	\$149,233	13	\$ 141,319	13	\$ 109,598	13	\$ 126,956	13	\$ 118,100	13	\$ 134,312

2020-2021 Roselle Administrator Association

School Principal		12 Month Director		10.5 Month VP		12 Month Supervisor		12 Month VP		10.5 Month Principal	
Step	Guide Salary	Step	Guide Salary	Step	Guide Salary	Step	Guide Salary	Step	Guide Salary	Step	Guide Salary
1	\$ 115,063	1	\$ 106,090	1	\$ 84,859	1	\$ 96,000	1	\$ 94,519	1	\$ 109,418
2	\$ 116,596	2	\$ 108,690	2	\$ 87,059	2	\$ 97,230	2	\$ 96,619	2	\$ 110,918
3	\$ 119,480	3	\$ 111,368	3	\$ 89,259	3	\$ 100,300	3	\$ 98,719	3	\$ 112,418
4	\$ 122,364	4	\$ 114,046	4	\$ 91,459	4	\$ 102,900	4	\$ 100,819	4	\$ 113,918
5	\$ 125,248	5	\$ 116,724	5	\$ 93,659	5	\$ 106,500	5	\$ 102,919	5	\$ 115,418
6	\$ 128,132	6	\$ 119,402	6	\$ 95,659	6	\$ 109,000	6	\$ 105,019	6	\$ 116,918
7	\$ 131,016	7	\$ 122,080	7	\$ 97,659	7	\$ 112,500	7	\$ 107,219	7	\$ 118,418
8	\$ 133,900	8	\$ 125,606	8	\$ 99,659	8	\$ 115,830	8	\$ 109,419	8	\$ 123,097
9	\$ 136,887	9	\$ 128,000	9	\$ 101,659	9	\$ 117,783	9	\$ 110,519	9	\$ 125,097
10	\$ 139,771	10	\$ 130,810	10	\$ 103,659	10	\$ 121,317	10	\$ 112,356	10	\$ 127,097
11	\$ 142,565	11	\$ 137,365	11	\$ 105,659	11	\$ 122,069	11	\$ 113,365	11	\$ 129,097
12	\$ 146,800	12	\$ 139,013	12	\$ 107,659	12	\$ 124,014	12	\$ 115,765	12	\$ 130,050
13	\$ 152,367	13	\$ 144,287	13	\$ 109,659	13	\$ 129,520	13	\$ 118,165	13	\$ 137,132