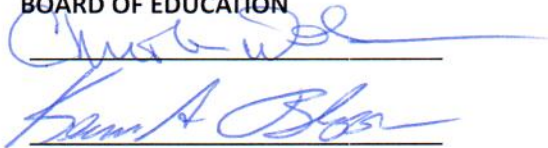


MEMORANDUM OF AGREEMENT

It is hereby agreed that, in full settlement of the negotiations for a successor collective negotiations agreement, the Sayreville Board of Education negotiation committee ("Board") and the Sayreville Education Association negotiation committee ("Association"), agree to recommend the following terms for ratification by the respective bodies:

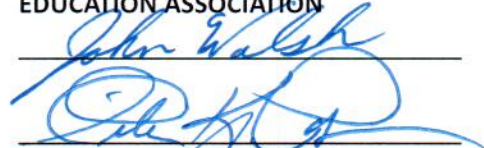
1. Duration: The successor collective negotiations agreement will commence on July 1, 2021 and will expire on June 30, 2026.
2. The parties agree to amend the Agreement as per Appendix A attached.
3. Salary: Effective July 1, 2021, the base salaries will be increased by a five-year total of 19.50%. Salary guides are attached hereto as Appendix B and have been agreed to by the parties.
4. Retroactive: All salaries shall be adjusted to July 1, 2021 with full retroactive payment to be made as soon as practicable. The parties agree that there shall be no retroactive adjustments to employee benefit contributions through the full ratification of this memorandum of agreement.
5. All terms, conditions and language of the most recently expired collective negotiations agreement shall be maintained unless specifically modified by this Memorandum of Agreement ("MOA").
6. This MOA pertains only to employees of the Board covered by the terms of collective negotiations agreement between the parties.
7. All proposals and counterproposals not expressly addressed and agreed to in this MOA are considered withdrawn.
8. This MOA is subject to ratification by the Association membership and the Board of Education. The Negotiations Committees for the respective parties agree to unanimously recommend that this MOA be ratified by their respective principals.

SAYREVILLE
BOARD OF EDUCATION



Date: Sept 27, 2022

SAYREVILLE
EDUCATION ASSOCIATION



Date: 9/27/22