

Memorandum Agreement

The parties in Matawan Regional Board of Education and Matawan Regional Teachers Association agree as follows:

1. The parties acknowledge these terms and conditions are subject to ratification and the mediator retains jurisdiction.
2. The parties agree to recommend these terms and conditions to their respective constituents for ratification.
3. All terms contained herein shall modify the existing terms and conditions and those not mentioned shall remain status quo.
4. All issues not presented modified nor contained herein are deemed withdrawn.
5. Salary
 - a) All salary increases are retroactive to July 1, 2007 from date of ratification.
 - b) All salary increases are inclusive of increment,
 - c) Effective July 1, 2007 salary guides will increase by 4%,
 - d) Effective July 1, 2008 salary guides will increase by 4.25% and
 - e) Effective July 1, 2009 salary guides will increase by 4.25%,
 - f) The parties agree to mutually develop the guides.

6. Medical Benefits: Article 17

- a) Effective July 1, 2008, the Board shall provide the State Educator's Health Benefits Plan, Direct 10 for medical and the stand alone prescription plan with a co-pay of \$3.00 generic and \$10.00 preferred; mail order \$5.00 and \$15.00 preferred. In the event the Board seeks to change carriers during the course of the agreement, the Board must provide equal to or better coverage for the benefit plan in effect as of July 1, 2008 under the State Educator's Health Plan, Direct 10.
- b) Dental: the existing cap shall be increased to the rates in effect June 30, 2010.
- c) All other clauses in medical remain status quo.

7. Tuition Reimbursement: Article 24

- a) Effective for Spring semester 2008, employees currently enrolled in a course will receive an additional \$100.00 for a total reimbursement of \$1350.00
- b) Effective July 1, 2008 the per person limit is increased to \$1450.00 and the total tuition reimbursement for the teaching staff is capped at \$75,000 for the year 2008-2009
- c) Effective July 1, 2009 the per person limit is increased to \$1550.00 and the reimbursement is for the teaching staff is capped at \$85,000 for the year 2009-2010

8. Longevity: Any increase to longevity is to be paid out of the settlement.

9. Bus Drivers and Custodians: Article 9

Effective immediately upon ratification, the compensation in the event of a member losing his/her job shall be two (2) months salary. This clause expires June 30, 2010.

10. The previous agreement concerning 403(b) plan payments will be extended for the life of the contract.

11. Extra Curricular Stipends as set forth in schedule A (2) shall be increased by 2% in 2008-2009 and an additional 2% 2009-2010 and the distribution will be mutually developed.

12. Tuition Reimbursement

The parties will mutually develop a formula for tuition reimbursement distribution

13. In consideration of the settlement, the Association shall withdraw the unfair labor practice filed in response to the Board's repudiation of past practices.

Dated February 27, 2008

Matawan Regional Board of Education

Lawrence O'Connell
Jan Rubino
John Barbato
Kenneth M. Aitken

Matawan Regional Teachers Association

Carl Kosmyna
James P. Duffy
Janet Breslin
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