

MEMORANDUM OF AGREEMENT
Between
THE WEST WINDSOR-PLAINSBORO BOARD OF EDUCATION
And
THE WEST WINDSOR-PLAINSBORO EDUCATION ASSOCIATION

The above noted parties, shall recommend the terms of this Memorandum of Agreement for an one-year extension of the existing collective negotiation agreement (Agreement), through their respective Negotiating Committees, to their respective members, and this memorandum shall be subject to ratification by both the full Board and the Association's general membership. The parties agree as follows:

1. The parties agree to extend the term of the current Agreement from July 1, 2016 through June 30, 2019 to July 1, 2016 through June 30, 2020. Change all dates in the agreement as applicable.
2. Revise Article 4:12.2 (Rights of the Parties) as follows:

In lieu of 4:12.1, the Association President may choose on an annual basis to be released from all duties. If the President is a middle school or high school teacher, the president may alternatively choose on an annual basis to be released from duties on a part time basis. The Board will pay full salary and benefits while the release time is in effect, but the Association shall reimburse the Board monthly for full salary or partial salary, whichever applies. Seniority and length of service in the district shall continue to accrue. This paragraph expires on June 30, 201920.

3. Revise Article 11:12 (Compensation for Additional Professional Activities)

Teachers on the Advisory Committee shall be paid an annual stipend of \$1,000.00.

This provision shall sunset on June 30, 201920.

4. Article 18 (Salaries): The parties agree to an increase to base salary, inclusive of increment and longevity as follows:
 - 2019-2020 School Year, 2.90%.

The teachers' salary guide agreed to by the parties to distribute this increase is attached hereto as Attachment "A".

5. Revise Article 20:1 (Insurance Protection) as follows:

All benefits coverage shall be subject to individual employee contributions for medical and prescription at the rate required by law, which shall be in addition to any contribution as may be required by the terms of Article 20:8.

6. Revise Article 20:2 (Insurance Protection) as follows:

The Board will, if the teacher so requests, make premium payments for all full-time employees and part-time employees (who work a sufficient number of hours per week to qualify for coverage under the New Jersey School Employees' Health Benefits Program) and their dependents for the medical, surgical and hospitalization insurance. The level of benefits shall be equivalent to the current West Windsor – Plainsboro Regional School District fully-insured Aetna private plan. ~~offerings of the New Jersey School Employees Health Benefits Program.~~

7. Revise Article 20:4 (Insurance Protection) as follows:

The Board, if the teacher so requests, will pay the cost of the Aetna dental insurance provided by the Board. ~~The program shall be the New Jersey Dental Service Plan Inc., (NJDSP), the Delta Dental Plan, Three Party (Employee, Two Party, and Family).~~ Regardless of identity of the carrier providing medical, surgical and hospitalization insurance under Article 20.2, the Board shall pay the full premium.

The coverage shall be:

<i>Preventative and Diagnostic:</i>	<i>100%</i>
<i>Remaining Basic Services:</i>	<i>100%</i>
<i>Prosthodontic Benefits:</i>	<i>60%</i>
<i>Orthodontic Benefits:</i>	<i>70%</i>

The above program is based upon Usual, Customary, and Reasonable (UCR) Fee concept. The maximum amount payable by New Jersey the ~~Dental Service Pplan~~ (NJDSP) for the above dental services, excluding Orthodontic Benefits, provided an eligible patient in any calendar year is \$1,500.00.

Orthodontic Benefits are subject to a \$1,500.00 maximum per case which is separate from the \$1,500.00 maximum mentioned above applicable to Basic and Prosthodontic Benefits. The Orthodontic Benefits are applicable to both children and adults covered by this plan.

~~20:4.1 An annual deductible of \$30.00 (individual)/ \$60.00 (family) shall be established with a deductible waived for preventative services. Effective January 1, 2014, † The annual dental deductible shall be increased to \$50 individual/maximum \$100 per family with deductible waived for preventative services.~~

8. Revise Article 20:6 (Insurance Protection) as follows:

Upon retirement from the district, with at least 25 years of service to the district, the Board will pay the cost of the employees' present dental coverage provided by the Board. ~~New Jersey Dental Service Plan~~ for a period of ten (10) years from the effective date of retirement.

9. Revise Article 20:7 (Insurance Protection) as follows:

To the extent permitted by law, upon retirement from the district and upon termination of the following benefits: Level of medical, surgical and hospitalization benefits, prescription benefits and dental coverage negotiated for the duration of this contract, ~~New Jersey Prescription Plan, and New Jersey Dental Service Plan~~, the employee will be allowed to continue to purchase these benefits at the group rate with no cost to the Board.

10. Revise Article 20:10.2 (Insurance Protection) as follows:

To the extent permitted by law, an employee who waives coverage shall receive payment equal to 25% of the cost of the premium the Board would have paid had the employee not waived coverage or five thousand dollars (\$5,000), whichever is less.

11. All sidebar agreements to the July 1, 2016 through June 30, 2019 Agreement agreed to by the parties are attached hereto as Exhibits "B" through "F" and are incorporated hereto by reference.
12. All terms and conditions of employment set forth in the current Collective Negotiations Agreement between the parties shall remain unchanged except as expressly modified by the Memorandum of Agreement.
13. Except where disclosure is required by law, the terms of this Memorandum of Agreement shall remain confidential until after ratification by the Association and approval by the Board.
14. The terms set forth in this Memorandum of Agreement are subject to approval by the West Windsor-Plainsboro Board of Education and ratification of the West Windsor-Plainsboro Education Association.
15. If any terms or conditions set forth in this agreement are deemed unenforceable, the remaining terms of this agreement will be deemed severable and will remain in full force and effect

West Windsor-Plainsboro
Education Association

James T. Palmatelli

Debra Bee

Harold A.

RD

Dated: May 11, 2018

Sally

Christopher

Patricia

West Windsor-Plainsboro
Board of Education

Dana Krug

L. Ho

Martin Whitfall

Dated: May 11, 2018

Attachment "A"

West Windsor - Plainsboro Teacher Salary Guide 2019-2020

Exp	BA	MA	MA+30	PhD	Step
0	\$ 55,500.00	\$ 57,500.00	\$ 59,000.00	\$ 60,500.00	0
1 2	\$ 56,000.00	\$ 58,000.00	\$ 59,500.00	\$ 61,000.00	1
3 4	\$ 57,000.00	\$ 58,950.00	\$ 60,550.00	\$ 62,075.00	2
5	\$ 57,850.00	\$ 59,900.00	\$ 61,500.00	\$ 63,075.00	3
6	\$ 58,650.00	\$ 60,750.00	\$ 62,400.00	\$ 64,025.00	4
7	\$ 59,600.00	\$ 61,750.00	\$ 63,550.00	\$ 65,200.00	5
8	\$ 61,600.00	\$ 63,950.00	\$ 65,850.00	\$ 67,650.00	6
9	\$ 63,550.00	\$ 66,050.00	\$ 68,100.00	\$ 70,100.00	7
10	\$ 65,850.00	\$ 68,475.00	\$ 70,625.00	\$ 73,325.00	8
11	\$ 68,475.00	\$ 71,725.00	\$ 73,245.00	\$ 75,345.00	9
12	\$ 72,050.00	\$ 75,550.00	\$ 77,600.00	\$ 79,800.00	10
13	\$ 75,600.00	\$ 78,500.00	\$ 80,750.00	\$ 82,900.00	11
14	\$ 80,000.00	\$ 83,000.00	\$ 85,050.00	\$ 87,350.00	12
15	\$ 83,600.00	\$ 86,550.00	\$ 88,700.00	\$ 90,925.00	13
16	\$ 86,700.00	\$ 89,600.00	\$ 91,850.00	\$ 94,000.00	14
17+	\$ 89,550.00	\$ 92,440.00	\$ 94,675.00	\$ 96,850.00	15

Attachment B
**SIDEBAR AGREEMENT
 BETWEEN
 THE WEST WINDSOR-PLAINSBORO REGIONAL
 SCHOOL DISTRICT BOARD OF EDUCATION
 AND
 THE WEST WINDSOR-PLAINSBORO EDUCATION ASSOCIATION**

WHEREAS, the current Collective Negotiations Agreement (“CNA”) between the West Windsor-Plainsboro Regional School District Board of Education (“Board”) and the West Windsor Plainsboro Education Association (“WWPEA”) (collectively referred to as the “Parties”) is effective from July 1, 2016 through June 30, 2019; and

WHEREAS, the Parties have subsequently identified, and have reached agreement on the specific application of certain provisions that are included in the CNA for a limited circumstance; and

NOW THEREFORE, the Parties have agreed to the following:

1. Article 11:8 will be amended, in relevant part, as follows:

11:8 Effective June 7, 2017, teachers shall be compensated at the rate of \$47.09 per hour for preparation and presentation of workshops and in-service programs in accordance with the schedules below. This paragraph applies only to workshops and in-service programs presented to district staff, and to programs for non-district staff if the teacher is assigned to present such a program.

11:8(a) Teachers will be paid for preparation and presentation as follows:

Presentation Category	Preparation	Presentation	Total Paid Hours
During school day	2 hours per presenter, per hour of presentation given by one or two people*	No Pay	Preparation only
Outside school day, during school year or summer	2 hour per presenter, per hour of presentation given by one or two people*	Pay for each hour of presentation, per presenter	Preparation and presentation
Repeat presentation within a school year - during school day	No Pay	No Pay	No Pay
Repeat presentation within a school year - outside school day or summer	No Pay	Pay for each hour of presentation, per presenter	Presentation only

*If the number of presenters entitled to pay for presentation exceeds two (2) presenters for any one (1) presentation, the number of paid preparation hours will be limited to the preparation hours for a maximum of two (2) presenters.

Formula

A = number of hours of presentation	B = total payable preparation hours	C = number of presenters	D = payable preparation hours per presenter
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$[A \times 2] \times 2 = B$

$B \div C = D$

Example

3 Presenters for a 3 hour presentation

$[3 \times 2] \times 2 = 12$

$12 \div 3 = 4$ payable preparation hours per presenter

11:8(b) For a presentation with a new partner, teachers will be paid for preparation and presentation as follows:

Presentation Category	Preparation	Presentation	Total Paid Hours
New partner participating in repeat presentation within the school year - during the school day	<ul style="list-style-type: none"> •Repeat presenter(s): 1 hour of preparation time. •New presenter(s): 1 hour preparation for each hour of presentation 	No Pay	Preparation only
New partner participating in repeat presentation within a school year - outside school day or summer	<ul style="list-style-type: none"> •Repeat presenter(s): 1 hour of preparation time. •New presenter(s): 1 hour preparation for each hour of presentation 	Pay for each hour of presentation, per presenter	Preparation and presentation

11:8(c) A presentation to a substantially different audience is not a repeat presentation.

2. All other terms of the existing CNA not modified by this Sidebar Agreement shall remain in full force and effect.

For the West Windsor-Plainsboro Regional School District Board of Education

For the West Windsor-Plainsboro Education Association

Anthony M. Flores

Larry Shandor

Bruce T. Palmestrelli

Debra Bae

Dated: June 27, 2017

Dated: June 27, 2017

Attachment C

**SIDEBAR AGREEMENT
BETWEEN
WEST WINDSOR-PLAINSBORO EDUCATION ASSOCIATION
AND
WEST WINDSOR-PLAINSBORO REGIONAL SCHOOL DISTRICT BOARD OF EDUCATION**

WHEREAS, the current Collective Negotiations Agreement ("CNA") between the West Windsor-Plainsboro Regional School District Board of Education ("Board") and the West Windsor Plainsboro Education Association ("WWPEA") (collectively referred to as the "Parties") is effective from July 1, 2016 through June 30, 2019; and

WHEREAS, the Parties have reached agreement on the stipends for advisor positions for certain extracurricular activities and wish to memorialize the terms of their agreement; and

NOW THEREFORE, the Parties have agreed to the following effective as of the 2016-17 school year;

1. HIGH SCHOOL ROBOTICS CLUB

- a. Based upon the participation of students from both high schools in the West Windsor-Plainsboro high school robotics club, the advisor shall be paid two times the negotiated stipend for the position of Robotics Club Advisor, which is determined by the index ratio of .085.
- b. The Board has determined that the position of Robotics Club Assistant Advisor shall be established. The Board may appoint more than one Robotics Club Assistant Advisor.
 - i. The index ratio for the position of Robotics Club Assistant Advisor shall be .075.
 - ii. The factors for the index ratio for the position of Robotics Club Assistant Advisor are set forth on Attachment "A."
 - iii. Based upon the participation of students from both high schools in the West Windsor-Plainsboro high school robotics club, each Assistant Robotics Club advisor shall be paid two times the negotiated stipend, which shall be determined by the index ratio of .075.

2. HIGH SCHOOL WASHINGTON SEMINAR

- a. The allocation of stipends for the positions of Washington Seminar Director and Washington Seminar Coordinators shall be based upon having one (1) Director position for the entire district and having two (2) Coordinator positions at each high school.
- b. The position of Washington Seminar Director may be assigned to one individual or may be divided between two employees. A position for each high school shall be designated as a fifty percent (50%) Director and the stipend paid to an employee serving as a 50% Director shall be fifty percent (50%) of the negotiated

stipend for Director. For the 2016-17 school year, a 50% Director shall be paid \$3,247.50.

- c. In the event two employees at one or both of the high schools high school are appointed to share the responsibilities of a 50% Director position, they shall be designated as twenty-five percent (25%) Directors and the stipend paid to each employee as a 25% Director shall be twenty-five percent (25%) of the negotiated stipend for Director. For the 2016-17 school year, a 25% Director shall be paid \$1,623.75.
- d. There will be two (2) Coordinators appointed at each high school for a total of four (4) Coordinators in the district with each receiving the full negotiated stipend for Coordinator. For the 2016-17 school year, each Coordinator shall be paid \$1,843.
- e. Employees may be appointed to serve in the positions of both Director and Coordinator.

3. MIDDLE SCHOOL FIRST LEGO ROBOTICS LEAGUE CLUB

- a. The Board has determined that the position of First Lego Robotics League Club Advisor shall be established.
 - i. The index ratio for the position of First Lego Robotics League Club Advisor shall be .085.
 - ii. The factors for the index ratio for the position of First Lego Robotics League Club Advisor are set forth on Attachment "A."
- b. The Board has determined that the position of First Lego Robotics League Club Assistant Advisor shall be established.
 - i. The index ratio for the position of First Lego Robotics League Club Assistant Advisor shall be .055.
 - ii. The factors for the index ratio for the position of First Lego Robotics League Club Assistant Advisor are set forth on Attachment "A."
- c. In the event that employees at a school are appointed as Co-Advisors of the First Lego Robotics League Club and no Assistant Advisor is appointed, they shall each be paid the sum of Fifty Percent (50%) of the stipend for the Advisor position plus fifty percent (50%) of the stipend for the Assistant Advisor position.

4. MIDDLE SCHOOL FUTURE CITY CLUB

- a. The Board has determined that the position of Future City Club Advisor shall be established.
 - i. The index ratio for the position of Future City Club Advisor shall be .085.
 - ii. The factors for the index ratio for the position of Future City Club Advisor are set forth on Attachment "A."
- b. The Board has determined that the position of Future City Club Assistant Advisor shall be established.

- i. The index ratio for the position of Future City Club Assistant Advisor shall be .055.
 - ii. The factors for the index ratio for the position of Future City Club Assistant Advisor are set forth on Attachment "A."
 - c. In the event that employees at a school are appointed as Co-Advisors of the Future City Club and no Assistant Advisor is appointed, they shall each be paid the sum of Fifty Percent (50%) of the stipend for the Advisor position plus fifty percent (50%) of the stipend for the Assistant Advisor position.
5. This agreement shall only cover terms and conditions related to the extra-curricular activities specifically delineated in this agreement.
 6. This agreement shall not serve as the basis for any claim for any differential in stipends paid in any prior school years for the extra-curricular activities covered by this agreement, and the WWPEA expressly waives its right to pursue any such claims.
 7. All other terms and conditions set forth in the CNA remain unchanged.

**For the West Windsor-Plainsboro
Regional School District Board of
Education**

Anthony M. Flores

11/8/16
Date

**For the West Windsor Plainsboro
Education Association**

Bruce Palmieri

11/14/16
Date

ATTACHMENT A
 SIDEBAR AGREEMENT BETWEEN THE WW-P BOARD OF EDUCATION AND THE
 WWPEA-November 8, 2016

Name of Activity	Number of Students	Hours	Time of Activity	Supervisory Responsibility	Ratio
High School Robotics	0.010	0.040	0.025	0.000	0.075
Assistant Advisor					
Middle School	0.010	0.040	0.025	0.010	0.085
First Lego Robotics					
League Advisor					
Middle School	0.010	0.020	0.025	0.000	0.055
First Lego Robotics					
League Asst. Advisor					
Middle School	0.010	0.040	0.025	0.010	0.085
Future City Advisor					
Middle School	0.010	0.020	0.025	0.000	0.055
Future City Asst. Advisor					

Attachment D

**SIDEBAR AGREEMENT
BETWEEN
WEST WINDSOR-PLAINSBORO EDUCATION ASSOCIATION
AND
WEST WINDSOR-PLAINSBORO REGIONAL SCHOOL DISTRICT BOARD OF EDUCATION**

WHEREAS, the current Collective Negotiations Agreement ("CNA") between the West Windsor-Plainsboro Regional School District Board of Education ("Board") and the West Windsor Plainsboro Education Association ("WWPEA") (collectively referred to as the "Parties") is effective from July 1, 2016 through June 30, 2019; and

WHEREAS, the Parties have reached agreement on a stipend for an Mock Trial Advisor and wish to memorialize the terms of their agreement; and

NOW THEREFORE, the Parties have agreed to the following effective as of the 2018-19 school year;

1. The Board has determined that the position of Mock Trial Advisor shall be established.
2. Under Appendix D of the CNA, a Mock Trial Advisor will be added as follows for School Year 2018-2019 as follows:

Name of Activity	Number of Students	Hours	Time of Activity	Supv. Resp.	Ratio
Mock Trial	0.005	0.010	0.005	0	0.02
	1-25	31-50	AS		

3. Given that the index ratio factor negotiated by the parties and provided for in the CNA for 2018-2019 is \$50,305, the stipend for the Mock Trail Advisor shall be \$1,006 for the 2018-2019 School Year. (The Mock Trial Ratio multiplied by the Index Ratio Factor; .02 X \$50,305).

4. This agreement shall not serve as the basis for any claim for any differential in stipends paid in any prior school years for the extra-curricular activities covered by this agreement, and the WWPEA expressly waives its right to pursue any such claims.

5. All other terms and conditions set forth in the CNA remain unchanged.

**For the West Windsor-Plainsboro
Regional School District Board of
Education**

Anthony M. Flores

[Signature]

4-24-2018

Date

**For the West Windsor Plainsboro
Education Association**

Bruce T. Palmestrelli

[Signature]

April 19, 2018

Date

Attachment E

**SIDEBAR AGREEMENT
BETWEEN
WEST WINDSOR-PLAINSBORO EDUCATION ASSOCIATION
AND
WEST WINDSOR-PLAINSBORO REGIONAL SCHOOL DISTRICT BOARD OF EDUCATION**

WHEREAS, the current Collective Negotiations Agreement ("CNA") between the West Windsor-Plainsboro Regional School District Board of Education ("Board") and the West Windsor Plainsboro Education Association ("WWPEA") (collectively referred to as the "Parties") is effective from July 1, 2016 through June 30, 2019; and

WHEREAS, the Parties have reached agreement on a stipend for an Assistant Coach, Category G and wish to memorialize the terms of their agreement; and

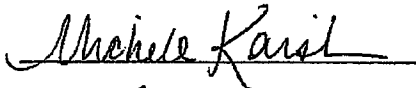
NOW THEREFORE, the Parties have agreed to the following effective as of the 2017-18 school year;

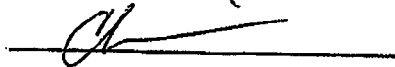
1. The Board has determined that the position of Assistant Golf Coach shall be established.
2. Under existing Appendix H, Category G will be modified for School Years 2017-2018 and 2018-2019 as follows:

Category		Years of Experience					
		0 to 2	3 to 4	5 to 6	7 to 8	9 to 10	Above 10
G	Head Coach	\$3,773	\$3,962	\$4,150	\$4,338	\$4,527	\$4,716
	Asst. Coach	\$2,358	\$2,476	\$2,594	\$2,711	\$2,829	\$2,948

3. This agreement shall not serve as the basis for any claim for any differential in stipends paid in any prior school years for the extra-curricular activities covered by this agreement, and the WWPEA expressly waives its right to pursue any such claims.
4. All other terms and conditions set forth in the CNA remain unchanged.

For the West Windsor-Plainsboro
Regional School District Board of
Education

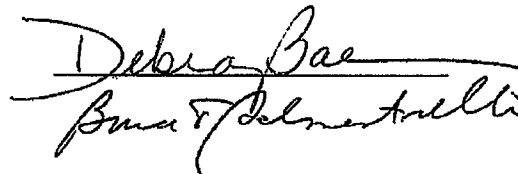




3-6-2018

Date

For the West Windsor Plainsboro
Education Association



2/14/18

Date

Attachment F

**SIDEBAR AGREEMENT
BETWEEN
THE WEST WINDSOR-PLAINSBORO REGIONAL
SCHOOL DISTRICT BOARD OF EDUCATION
AND
THE WEST WINDSOR-PLAINSBORO EDUCATION ASSOCIATION**

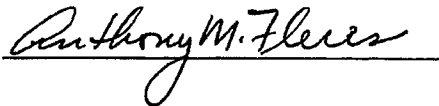
WHEREAS, the current Collective Negotiations Agreement (“CNA”) between the West Windsor-Plainsboro Regional School District Board of Education (“Board”) and the West Windsor Plainsboro Education Association (“WWPEA”) (collectively referred to as the “Parties”) is effective from July 1, 2016 through June 30, 2019; and

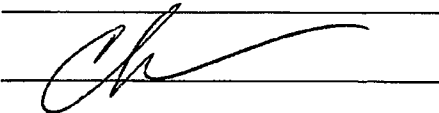
WHEREAS, the Parties have also reached agreement on an additional provision in the CNA to address a limited circumstance that is not expressly addressed in the current CNA; and

NOW THEREFORE, the Parties have agreed to the following:

1. The Parties agree to the following sidebar agreement that shall be incorporated into and made part of the CNA effective January 1, 2018: “In lieu of any other compensation, teachers shall be compensated at the rate of \$25 per hour when they attend in-service professional development programs that are held after their work days during the school year. This rate shall not apply to other meetings permitted under the terms of the Collective Bargaining Agreement.”
2. All other terms of the existing CNA not modified by this Sidebar Agreement shall remain in full force and effect.
3. This Sidebar Agreement is subject to the approval of the Board and will be submitted to the Board at the next Board meeting following the WWPEA’s execution of this Agreement.

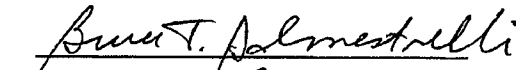
**For the West Windsor-Plainsboro Regional
District Board of Education**






Dated: December 13, 2017

**For the West Windsor Plainsboro
Education Association**





Dated: December 13, 2017