

**PARSIPPANY-TROY HILLS TOWNSHIP SCHOOLS
SUPERINTENDENT'S BOARD OF EDUCATION BULLETIN**

Number 10 ADDENDUM

December 15, 2016

The following motions are non-controversial, a matter of routine business and will be voted on by one motion:

ITEMS FOR DISCUSSION

33. **Course Selection Bulletins** **COURSE SELECTION
BULLETINS**
- BE IT RESOLVED that the Board approve the following Course Selection Bulletins that will be used to schedule courses for the 2017-2018 school year. Dr. Jeff Charney will be available to answer any questions.
- Middle School Course Selection Bulletin
High School Course Selection Bulletin
34. **Certificate of Retirement – Local 32** **RETIRE
LOCAL 32**
- BE IT RESOLVED that the Board approve the resignation of Orlando Sepulveda, Custodian at Parsippany Hills High School, for the purpose of retirement effective April 1, 2017.
35. **Waivers of Teaching Load** **WAIVERS**
- BE IT RESOLVED that the Board approve the waiver of the teaching load for the following individual who has agreed to provide class coverage as indicated effective December 12, 2016 through January 20, 2017.
- Shelly Liu Central Middle School – French \$1,186.79 (1/7)
36. **Ratification of the Board/APSA Agreement 2015-2018** **RATIFICATION M**
- BE IT RESOLVED that the Board of Education and the Association of Parsippany School Administrators have negotiated a successor to the 2012-2015 Bargaining Agreement. The successor Agreement for the term of July 1, 2016 through June 30, 2018 is attached and presented for ratification by the Board of Education. The membership of APSA ratified this Agreement on December 13, 2016.

MEMORANDUM OF AGREEMENT
ASSOCIATION OF PARSIPPANY SCHOOL ADMINISTRATORS
AND
PARSIPPANY-TROY HILLS BOARD OF EDUCATION

THIS AGREEMENT, made this 12th day of December, 2016, by and between ParsIPPany-Troy Hills Board of Education (the "Board") and the Association of ParsIPPany School Administrators (the "Association").

WITNESSETH:

WHEREAS, the Board is the public employer of all employees employed as principals, assistant principals and supervisors as set forth in the 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, 2015 through June 30, 2018; 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. All terms and conditions of employment shall remain in full force and effect, except as expressly modified in this Agreement.
2. The base salary for each member shall be increased by the following amounts:
 - (i) for 2015-2016, base salary increase 2.6%;
 - (ii) for 2016-2017, base salary shall increase by 2.6%; and
 - (iii) for 2017-2018, base salary shall increase by 2.5%

The salary ranges for the categories set forth in the expired contract shall remain unchanged.

3. **ARTICLE VIII – Professional Development and Educational Improvement:** Revise paragraph C to reflect that APSA members shall be entitled to reimbursement for professional memberships as follows: \$1,600 per year.

4. **Article IX Insurance Protection**

A. Revise A. (iii) to add that effective July 1, 2017, and for the remaining term of the Agreement, the prescription plan shall go from \$15/\$25/2x to \$15/\$35/2x.

B. Revise

Employees are required to contribute towards the total health care premium cost or period charge for health insurance in accordance with the Pension & Health Benefit Reform Act, P.L. 2011, c. 78.

As of June 30, 2016, and for the remaining term of this Agreement, the healthcare premium percentage rate for any APSA member who is paying less than the maximum of 35% pursuant to c. 78, shall be frozen at the Tier 4 percentage rate in effect for that employee on June 30, 2016 regardless of whether or not any salary increases would yield a higher percentage rate. The June 30, 2016 percentage(s) will remain in effect until a time at which the premium contribution is renegotiated or changed via statute or law.

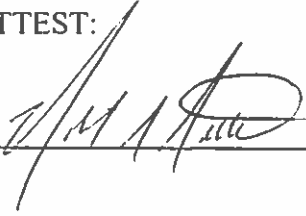
Any employee who moves to a different category will pay the appropriate Tier 4 Chapter 78 rate in effect for that category on the date of movement, and will thereafter be frozen at that new rate in accordance with the provisions of this provision B. The only other way that an employee's contribution percentage rate shall change is when an employee changes their level of benefits coverage (e.g., single to family or child/parent, etc.,) they shall pay the percentage rate associated with their salary in effect at that time and the new chosen level of coverage. The employee's new contribution percentage shall be based upon the new salary rate and chosen level of coverage and the employee shall remain frozen unless any of the aforementioned is to occur again.

E. Revise E to: "Effective July 1, 2016 Employees electing to "opt-out" of all insurance benefit coverage shall be eligible to receive an Opt-Out Payment equal to 25% of the employer's net premium cost (which shall be defined as the amount of the premium less the employee's contribution), or \$5,000 dollars whichever is less. The "opt-out" payment shall be made two times a year – one-half on January 1st and the remaining one-half on June 30th, to be prorated to the date of when the opt out/opt-in occurred."

5. **Article XI – Temporary Leaves of Absence**
 - A. Change **Three (3) days leave of absence for the 2015-2016 school year; and four (4) days leave of absence for each 2016-17 and 2017-18 school years** for legal, business, household or family matters where the absence during school hours cannot be avoided without substantial hardship. Application shall be made to the Superintendent, or his designee, at least five (5) days in advance, except in emergencies. The administrator shall state the reason for the absence on the appropriate form. The statement of reasons shall be limited to the words “legal, business, household or family matters.”
6. **Article XIII – Sabbatical Leave – D. ADD** All benefits shall be paid in accordance with Ch. 78.
7. **Article XV Duration of Agreement**
Effective July 1, 2015 through June 30, 2018
Change Names for APSA and Board of Education
8. **Provisions – 6. Longevity**
Change as follows:
 - a. After 5 years in Parsippany as an administrator \$2,500
 - b. After 10 years in Parsippany as an administrator \$4,000
 - c. After 15 years in Parsippany as an administrator \$5,000
 - d. After 20 years in Parsippany as an administrator \$6,000
 - e. After 25 years as in Parsippany as an administrator \$7,500
9. This Agreement shall be construed in accordance with and governed by the laws of the State of New Jersey.
10. The parties’ respective negotiations committees hereby agree to the proposed changes to the Agreement as set forth herein and agree to endorse these changes to their respective constituencies for ratification.
11. The Association shall conduct a ratification meeting as soon as practical and shall notify the Board of the result of the vote. In the event that the Association ratifies the Agreement, the Memorandum of Agreement shall be presented to the Board for approval. Once both parties execute the Memorandum of Agreement and ratify the terms and conditions of the new contract, a new contract will be drafted.
12. This Agreement shall cover all current employees for the period from July 1, 2015 to June 30, 2018; and those retired or resigned employees for the period of July 1, 2015 through December 12, 2016 with all changes retroactive to the commencement date of the successor contract unless otherwise noted.

IN WITNESS WHEREOF, the parties have set their hands and seals the day and year first above written.

ATTEST:




WITNESS

ATTEST:



WITNESS

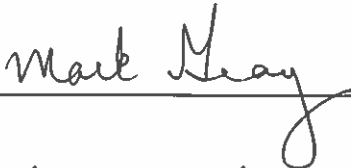
Parsippany-Troy Hills Board of Education





December 13, 2016

Association of Parsippany
School Administrators





12/13/16