

MEMORANDUM OF AGREEMENT

The negotiations committees of the Delran Township Board of Education and Delran Principals and Supervisors Association agree to the terms of this Memorandum of Agreement ("MOA"), as set forth below.

- The parties acknowledge that these terms and conditions are subject to ratification by the respective membership of the Board and Association.
- All signatories to this MOA agree to support and recommend these terms and conditions to their respective constituents for ratification.
- All issues not mentioned herein are withdrawn. All other language in the expired collective negotiations agreement ("CNA") shall continue in the new contract and will remain *status quo*.

Contract Duration: July 1, 2016 through June 30, 2019. All relevant sections of the CNA will be updated to comport with these dates.

Longevity:

Effective July 1, 2016, Article XV(C) shall be removed from the CNA.

Salary Increases: Article XV(A) shall be replaced with the following:

A. Salary Increase Per Negotiations Unit Member ("NUM"):

2016-17: Effective July 1, 2016, each NUM will receive a 2.6% salary increase from his/her 2015-16 base salary.

2017-18: Effective July 1, 2017, each NUM will receive a 2.7% base salary increase from his/her 2016-17 base salary.

2018-19: Effective July 1, 2018, each NUM will receive a 2.7% base salary increase from his/her 2017-2018 base salary.

The salary schedule is attached as Exhibit A.

Minimum Maximum Range:

Article XV(B) shall be replaced with the following chart depicting the salary minimums and salary maximums for principals and supervisors:

Title	Minimum	Maximum
K-12 Supervisor	\$86,700	\$110,000
K-5 Principal	\$101,790	\$125,000
6-8 Principal	\$105,560	\$130,000
9-12 Principal	\$107,330	\$141,679
K-5 AP	\$88,872	\$118,148

6-8 AP	\$92,984	\$118,148
9-12 AP	\$98,020	\$122,525
Athletic Director	\$101,110	\$122,692

High School Principal:

The current High School Principal (Daniel Finkle) shall be treated as off-range for the term of this agreement and shall receive the same percentage increase as other unit members.

FOR THE BOARD

Mark W. [Signature]

Daniel J. [Signature]

Date: 1-25-18

FOR THE ASSOCIATION

Lena Galati [Signature]

[Signature]

Date: 1-24-18

Exhibit A

Name	2016-2017	2017-2018	2018-2019	Notes
Hickson	\$117,585.76	\$120,760.57	\$124,021.11	
Lowe	\$116,020.08	\$119,152.62	\$122,369.74	
Devicaris	\$122,094.00	\$125,390.54	\$128,776.08	
Finkle	\$143,215.24	\$147,082.05	\$151,053.26	Off-range for term of agreement
Galati	\$105,832.93	\$108,690.42	\$111,625.06	
Medina	\$112,565.54	\$115,604.81	\$118,726.14	
Stolarick	\$106,508.03	\$109,383.75	\$112,337.11	
Karakashian	\$89,390.25	\$91,803.79	\$94,282.49	
Rash	\$93,531.19	\$5,621.00	\$0.00	17-18 prorated, mid-year resignation
Baker	\$94,648.50	\$97,204.01	\$99,828.52	
DeMichele	\$92,019.89	\$94,504.42	\$97,056.04	
Desimone	\$91,446.35	\$93,915.41	\$96,451.12	
Hutchinson	\$87,210.00	\$89,564.67	\$91,982.92	
Guidotti	\$112,962.60	\$116,012.59	\$119,144.93	
Vargas	\$89,390.25	\$0.00	\$0.00	June 30, 2017 resignation
Mchale	\$0.00	\$91,490.72	\$95,494.00	17-18 prorated; 18-19 increase to fit into bottom of range
Bowers	\$0.00	\$72,250.00	\$89,040.00	17-18 prorated; 18-19 increase to fit into bottom of range
Total	#####	\$1,598,431.36	\$1,652,188.52	