

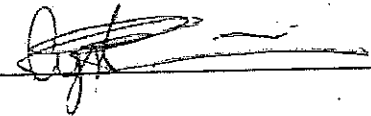
MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is made this 7th of June 2017 between the Franklin Township Board of Education ("Board") and the Quakertown Education Association ("QEA") (collectively "the parties").

The parties agree as follows, with regard to the proposals for changes to the QEA agreement in effect from July 1, 2017 - June 30, 2020 (see attached).

The parties acknowledge that these terms and conditions are subject to ratification.

For the Franklin Township Board of Education



6/7/17
Date

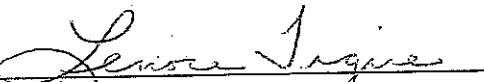
Andrea Honolulu

6/7/17
Date

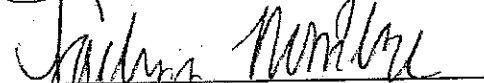


7 June 2017
Date

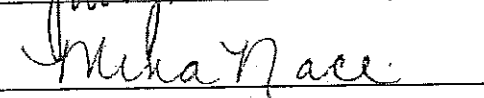
For the Quakertown Education Association



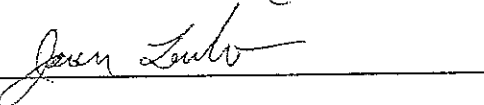
6/7/17
Date



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6/7/17
Date

Signed Agreement

Original Proposal	Counterproposal 5/3/17	Notes/Signatures
<p>Article I: RECOGNITION ADD - AGENCY FEE A. Purpose of Fee If an employee does not become a member of the Association during any membership year (i.e. September 1 to August 31) which is covered in whole or in part by this Agreement, said employee will be required to pay a representation fee to the Association for that membership year. The purpose of this fee will be to offset the employee's per capita cost of services rendered by the Association as majority representative.</p> <p>B. Amount of Fee/Notification At the onset of each membership year, the Association will notify the Board in writing of the amount of regular membership dues, initiation fees, and assessments charged by the Association to its members for that membership year. The representation fee to be paid by non-members/fee-payers will be determined by an impartial arbitrator in accordance with the law.</p> <p>C. Deduction and Transmission of Fee</p>	<p>No need to put in 2017-2020 Contract as long as there is something in writing from the Board Secretary stating that he/she will deduct the appropriate dues percentage from the employee's paycheck.</p>	

1. Notification: On or about September 1 of each year, the Board will submit to the Association a list of all employees in the bargaining unit. On or about January 1 of each year, the Association shall provide the Board with the names of those employees who are required to pay the representation fee.

2. Payroll Deduction Schedule: The Board will deduct from the salaries referred to in Article I, Section C.1, the full amount of the yearly representation fee in equal installments beginning with the first paycheck in February.

3. Mechanics: Except as otherwise noted in this Article, the mechanics for the transmission of such fees to the Association will, as nearly as possible, be the same as those used for the transmission of regular membership dues to the Association.

4. Changes: The Association will notify the Board in writing of any changes in the list provided for in Paragraph C.1 above, and/or the amount of the representation fee, and such changes will be reflected in any deductions made more than thirty (30) days after the Board received said notice.

D. New Employees

<p>On or about the last day of each month, the Board will submit to the Association a list of all employees who began their employment in the bargaining unit during the preceding month. The list will include names, job titles, dates of employment, and places of assignment for all such employees. The Board will also notify the Association of any change in the status of an employee regarding transfer, leave of absence, return from leave, retirement, resignation, separation from employment, or death.</p>		
<p>Article IV: ASSOCIATION RIGHTS & PRIVILEGES C. <u>Release Time for Association Business</u></p> <ol style="list-style-type: none"> 1. The Board shall release, without loss of pay, the Association President and QEA Council so that they can meet twice a month with the administration to discuss Association concerns. 2. The Association President and/or designee shall be given 2 days paid leave for Association Business, if needed. 	<p>QEA will drop this proposal if the following proposal is accepted:</p> <p>Article VI: WORK DAY A. <u>Instructional Staff</u> The student's day will begin 20 minutes after the contracted start time for teachers.)</p>	

<p>Article VI: WORK DAY A. <u>Instructional Staff</u> The student's day will begin 20 minutes after the contracted start time for teachers.</p>	<p>The QEA stands firm on this proposal. Will drop MNW</p>	<p>M. Race 6/7/17 C. Cama 6/7/17</p>
<p>Article XII: TEMPORARY LEAVE OF ABSENCE A. <u>Personal Leaves</u> 1. Three (3) days leave of absence for personal matters requiring absence during school hours. Personal matters shall include, but not be limited to, legal, business, household, family matters, or bereavement days not covered under the bereavement clause of this Agreement, which necessitate the employee's absence on a school day. Such personal leave shall, however, not be used for entertainment, recreation, other employment or for matters which can be scheduled outside of school hours nor shall it be used to extend holidays or vacations. The Superintendent may, at their discretion, choose to allow a personal day to extend a holiday or vacation. Notification to the Superintendent for personal leave shall be made at least two (2) days before taking such leave, except in case of an</p>	<p>Article XII: TEMPORARY LEAVE OF ABSENCE A. <u>Personal Leaves</u> 1. Three (3) days leave of absence for personal matters requiring absence during school hours. Personal matters shall include, but not be limited to, legal, business, household, family matters, or bereavement days not covered under the bereavement clause of this Agreement, which necessitate the employee's absence on a school day. Such personal leave shall, however, not be used to extend holidays or vacations. Notification to the Superintendent for personal leave shall be made at least two (2) days before taking such leave, except in case of an emergency, and the employee shall not be required to state the reason for taking such leave. One personal day may be taken during the last three weeks of the school year with prior approval of the Superintendent.</p>	<p>M. Race 5/3/17 C. Cama</p>

<p>emergency, and the employee shall not be required to state the reason for taking such leave. One personal day may be taken during the last three weeks of the school year with prior approval of the Superintendent</p>		
<p>Article X: SALARIES B. Salary Guide 1. Change ...Masters Degree from \$1000 to \$2000 and Doctoral Degree from \$2000 to \$4000...</p>	<p>The QEA stands firm on the proposal for changing Masters Degree to \$2000. However, we will reduce the proposed Doctoral from \$4000 to \$3000.</p>	<p><i>M. Nace</i> <i>C. Carra</i></p>
<p>Article X: SALARIES B. Salary Guide 2. Change Home Instruction to \$35 an hour.</p>	<p>Both parties are in agreement.</p>	<p><i>M. Nace</i> <i>C. Carra</i></p>
<p>Article X: SALARIES B. Salary Guide 4. L1 after 10 years \$1250 L2 after 20 years \$2500 L3 after 30 years \$3500</p>	<p>On 3/8/17, the BOE agreed to the following:</p> <p>Any employee hired during or prior to the 2008 - 2009 school year shall only be required to complete 10 years of service to obtain L1 of longevity.</p> <p>L1 = \$1250 L2 = \$2250 L3 = \$3000</p>	<p><i>M. Nace</i> <i>C. Carra</i></p>

	<p>Any employee hired AFTER the 2008/2009 school year will follow the contract as is.</p> <p>With the condition that longevity is eliminated for anyone hired with the start of this new contract.</p> <p>We would agree to eliminate Longevity L1 (14 years) for anyone hired July 1, 2017 and beyond. For those hires, longevity will begin after 20 years in the district at L2.</p>	<p><i>M. Hall</i> <i>C. Carver</i></p>
<p>Article X: SALARIES ADD B5. Secretary Longevity after 20 years in district \$2000</p>	<p>The Board counter proposed \$500, \$500, \$500.</p> <p>We counter with: Secretary Longevity after 20 years in district \$1,200, \$1,200, \$1,200 1,000, 1000, 1000.</p>	<p><i>M. Hall</i> <i>C. Carver</i></p>
<p>Article XIII: EXTENDED LEAVES OF ABSENCE D. Leaves Associated With Pregnancy/Adoption 1. Change ...shall commence 20 school days prior to the time of the estimated date of birth and terminate 40 school days subsequent to the actual date of birth. Changeduring the period of 20 school</p>	<p>1. Pending BOE approval, 25 school days before and 25 school days after.</p> <p>We counter with...shall commence 15 school days prior to the time of estimated date of birth and terminate 35 school days subsequent to the actual date of birth...</p> <p>4. BOE will get back to us about one year leave without pay with benefits and two years leave without pay and without</p>	

<p>days before the anticipated delivery and 40 school days after the date of birth.</p> <p>4. One year leave without pay with out benefits for Tenured</p> <p>4. Two years leave without pay and without benefits need BOE Approval for tenured</p>	<p>benefits.</p>	<p>M. Nace C. Cama 6/7/17</p>
<p>Article XV: INSURANCE COVERAGE A. Health Care</p> <p>1. Change The employee contributions... shall continue at the Tier 2 rates for the duration of this contract.</p>	<p>To be discussed further.</p>	
<p>Article XV: INSURANCE COVERAGE A. Health Care</p> <p>3. Change coverage waivers From Single \$1200 to \$2000 Parent/Child \$2000 to \$3000</p> <p>2 Adults \$2300 to \$3000 Family \$2700 to \$3800</p>	<p>The QEA will drop this proposal.</p>	<p>M. Nace C. Cama</p>
<p>Salary Percentage <u>2017/18</u> - 3.5% <u>2018/19</u> - 3.5% <u>2019/20</u> - 3.5%</p>	<p>Salary Percentage <u>2017/18</u> - 2.5% <u>2018/19</u> - 2.5% <u>2019/20</u> - 2.5%</p>	<p>M. Nace 6/7/17 C. Cama 6/7/17</p>
<p>Schedule B: Increase New Hire Salaries by <u>2017/18</u> - 1% <u>2018/19</u> - 1% <u>2019/20</u> - 1%</p>	<p>The QEA will drop this if our counter proposal for secretary's longevity is accepted. (\$1200, \$1200, \$1200) 1000 1000 1000</p>	<p>M. Nace C. Cama</p>
<p>Schedule C: Increase Stipends <u>2017/18</u> - 3.5% <u>2018/19</u> - 3.5% <u>2019/20</u> - 3.5%. (Concert Chaperones and Sci. Judges)</p>	<p>Waiting for BOE approval of new Schedule C.</p>	<p>M. Nace C. Cama</p>

Schedule C
Extracurricular Salaries

Proposed
3/18

M. Nace
C. Cora
5/13/17

<u>Sport</u>	<u>2016-2017</u>	<u>2017-2018</u>	<u>2018-2019</u>	<u>2019-2020</u>
Boys Baseball	\$1,915	+\$50	+\$50	+\$50
Soccer	\$1,915	+\$50	+\$50	+\$50
Boys Basketball	\$2,445	+\$50	+\$50	+\$50
X Cheerleading	\$1,915	-----	-----	-----
Girls Basketball	\$2,445	+\$50	+\$50	+\$50
<i>Other</i> Girls Softball	\$1,915	+\$50	+\$50	+\$50
Volleyball	\$1,915	+\$50	+\$50	+\$50
Student Council Advisor	\$2,445	+\$50	+\$50	+\$50
Athletic Director	\$2,649	+\$200 or Time	+\$200 or Time	+\$200 or Time
Safety Patrol	\$385	+\$15	+\$15	+\$15
Yearbook Advisor	\$2,318	+\$50	+\$50	+\$50
National Junior Honor Society	\$1,185	+\$25	+\$25	+\$25
Drama Club	\$1,200	+\$100	+\$100	+\$100
X Newspaper Club	\$1,112	-----	-----	-----
iRun for Life	\$720	----- 720	----- 720	----- 720
Band Club	\$30 per hour not to exceed \$540 per semester			