

**MEMORANDUM OF AGREEMENT
BETWEEN
THE NEGOTIATIONS TEAMS OF
THE RANDOLPH TOWNSHIP BOARD OF EDUCATION
AND
TEAMSTERS LOCAL 97**

This Agreement is entered into between the above-named negotiations teams on the ~~October~~ ^{19th} day of ~~October~~ 2015. All negotiations items, proposals or demands which are not listed herein are withdrawn. Except as listed herein, the predecessor collective negotiations agreement between the parties shall remain unchanged. Contract language to implement the specific items of this memorandum will, where necessary, be developed by the parties. This memorandum is subject to ratification by the full membership of the Board of Education and the Union as per the parties' rules or by-laws for ratification of such agreements. Both parties agree to recommend ratification of this memorandum to their respective membership.

1. Change all dates to appropriate current time or periods and re-letter or re-number where applicable.
2. Duration: The successor contract shall commence as of July 1, 2014 and terminate on June 30, 2019.
3. Financial:

For current employees:

Year	Step	Hourly Rate	Daily Rate
2014-2015	1 st -2 nd Year	30.56	183.36
	3 rd Year and Beyond	32.78	196.68
2015-2016	1 st - 2 nd Year	30.56	183.36
	3 rd Year and Beyond	32.78	196.36
For each of the 2014-2015 and 2015-16 school years, drivers shall receive a lump sum payment equal to \$0.61 (61 cents) per hour, based upon a 2,000 hour work year for full time drivers (i.e., Full-time drivers shall receive a lump sum payment for the 2014-2015 and 2015-2016 school years of \$1,220.00 for each year (2,000 hours times \$0.61), less all applicable withholdings. Full-time mechanics will receive a lump sum payment for the 2014-2015 and 2015-2016 school years based on a 2,500 hour work year, totaling \$1,525.00 each payment. Thereafter, 2%, 2.25% and 2.25% will be added to the hourly rate of pay for each year of the contract, as follows:			
2016-2017	1 st - 2 nd Year	31.17	187.02
	3 rd Year and Beyond	33.44	200.64

2017-2018	1 st – 2 nd Year	31.87	191.22
	3 rd Year and Beyond	34.19	205.14
2018-2019	1 st – 2 nd Year	32.59	195.54
	3 rd Year and Beyond	34.96	209.76

Mechanics' Wage Rates (Article 13.14) shall similarly be increased by 2%, 2.25% and 2.25%, per hour, as applicable for each year.

Piggy-back wage rates (Article 13.3) and Mail Courier Work (Article 13.12) during the contract years 2016-2017, 2017-2018 and 2018-2019 shall be increased by 2%. All other rates shall remain status quo.

For new employees beginning employment in the District with an effective starting date of July 1, 2016 and beyond, as follows:

Year	Step	Hourly Rate	Daily Rate
2016-2017	1 st - 2 nd Year	23.50	141.00
	3 rd – 5 th Year	24.00	144.00
	6 th – 9 th Year	24.50	147.00
	10 th Year and Beyond	25.00	150.00
2017-2018	1 st - 2 nd Year	24.00	144.00
	3 rd – 5 th Year	24.50	147.00
	6 th – 9 th Year	25.00	150.00
	10 th Year and Beyond	25.50	153.00
2018-2019	1 st - 2 nd Year	24.50	147.00
	3 rd – 5 th Year	25.00	150.00
	6 th – 9 th Year	25.50	153.00
	10 th Year and Beyond	26.00	156.00

4. Article XVI, Insurance Protection, Section 16.5: Beginning July 1, 2016, employees will be offered the opportunity to “buy out” of the group medical program. The Board of Education will pay those eligible employees who elect to “buy out” the amount of 25% of the premium saved or \$5,000.00, whichever is less.
5. Article XVI, Insurance Protection: For new employees beginning employment in the District as of July 1, 2016, the health benefit package to be offered shall be single coverage (POS) only, with the ability to buy-up to different levels of coverage at the employee’s option and expense.

6. Article III, Section 3.1 – change designation to Chief Steward and three (3) regular Shop Stewards.

7. Article III, Section 3.3, Union Leave – ^{Two} Union Stewards ^{shall be permitted to attend,} may request Union leave with pay to attend a conference or workshop related to Union duties, up to a maximum of six (6) ~~total number of paid leave days per year.~~ ^{total paid days} The maximum overall leave granted per year, including paid days, shall not exceed ten (10) total days. The remainder of Section 3.3 shall be unchanged.

8. Article IV, Section 4.3, Grievance Procedures – Add a final sentence to the last paragraph as follows: “A complaint by an employee regarding the Board’s decision to non-renew an employee’s contract upon its expiration at the end of the contract year shall not be considered to be a disciplinary action and shall be grievable up to Step IV of the grievance procedures set forth in this Agreement.”

9. Article V, section 5.2 – revise to include Union’s proposal in first paragraph as follows: “All drivers will park Board-owned transportation vehicles at school or other locations as may be designated and assigned by management. Drivers shall choose their spots when packages are picked previous to the beginning of the school year. Management reserves the sole right to reassign and re-designate parking locations based on seniority when possible.”

10. Article VI – Assignment of Work (Page 15) – Add the word “packages” in accordance with Board’s proposal.

11. Article VII – Bereavement Day. – Add Union’s proposal of “business” days, with requirement that days be used consecutively.

12. Article XII, Section 12.4 – Add Board’s proposal (“f”), limited to the following: “(1) any other action which, at the discretion of the Superintendent, constitutes a sufficiently severe infraction.”

13. Except as listed herein, the predecessor collective negotiations agreement between the parties shall remain unchanged.

14. ~~Two (2) Union Stewards shall be permitted to attend, with pay, the Teamsters Shop Steward Seminar, up to a maximum of six (6) total paid days per year, provided the days are not taken during the last week of school or on days preceding or immediately following holidays or vacation periods or when absences would interfere with legitimate business needs. ~~requests for paid leave shall not be unreasonably denied.~~ requests for paid leave shall not be unreasonably denied. The maximum overall leave granted per year, including paid days, shall not exceed ten (10) total days. Remainder of Section 3.3 shall be unchanged.~~

15. Section 14.16 = Teamster's proposal (30 min coffee break, 30 min lunch)
provided two breaks cannot be combined, with minimum 2 hours
between end of break and start of lunch

16. 14.18 fuel allowance increase to \$550.00 going forward.

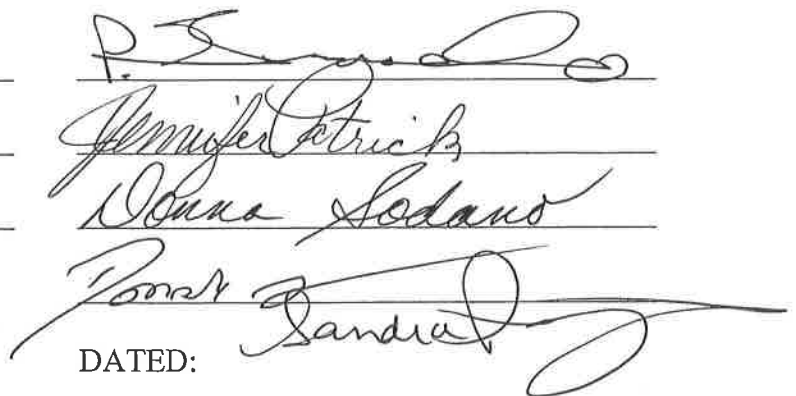
17. 13.9 summer cleaning rates increase to 14.50 going forward

Both parties will keep this MOU and details of the agreement confidential and no public disclosure or statement with the details of this agreement shall be made until such time that both parties have ratified the agreement or as mutually agreed. When the agreement is ratified or as mutually agreed, the parties may agree to issue a joint press release.

FOR THE BOARD:

FOR TEAMSTERS LOCAL 97:


Gerald M. Edlin


Jennifer Petrich
Donna Sedano
Pamela Sandra

DATED:

DATED: