

**TENTATIVE AGREEMENT #2 BETWEEN
THE BRIDGEWATER-RARITAN REGIONAL BOARD OF EDUCATION ("BOARD")
AND THE BRIDGEWATER-RARITAN EDUCATION ASSOCIATION
("ASSOCIATION")**

The negotiating teams for the Board and the Association agree on this May 8, 2025 that the terms below have been tentatively agreed upon both parties.

The purpose of this document is to reduce to writing all proposals tentatively agreed to by the parties' respective negotiating teams in order to move the negotiations process forward and assist with the creation of a Memorandum of Agreement that will contain all of the terms and conditions for a successor contract. This Tentative Agreement is subject to the approval of a Memorandum of Agreement that, once executed by the parties' negotiating teams, shall be recommended for ratification by the Board and the Association.

1. Board proposal #3: Delete the last sentence from Article IV, Section S, Paragraph b(2) (Page 11) dictating what the wording of the last sentence of a written warning shall be.
2. Board Proposal #5: Delete Article IV, Section T, Paragraph 1 (Page 12) providing for tuition reimbursement fund for Buildings and Grounds employees. Renumber T.2. and T.3. accordingly.
3. Board proposal #6: Revise Article IV, Section T, Paragraph 2 (Page 12) to read as follows:

If a B&G employee enrolls in, completes and receives a satisfactory grade in a **course/training required or otherwise approved in writing by the Superintendent, the employee shall be reimbursed for the full cost of the approved course/training.** Requests for course approval shall be made in advance of the course starting date on the approval form. **The Superintendent's denial of a request for course approval shall not be subject to the grievance procedure but may be appealed to the Board of Education, whose decision shall be final. The employee and/or their representative may request and shall be granted an appearance before the Board of Education in closed session to argue their appeal.**
4. Board Proposal #10: Revise Article VIII, Salaries, Section D, Section 2 (Page 22) as follows:

To be eligible for reimbursement, courses taken must have either a present or expected future to the teacher's present or future assignment, **as determined by the Superintendent of Schools, which determination shall not be subject to the grievance procedure, but may be appealed to the Board of Education, whose decision shall be final. The employee and/or their representative may request**

and shall be granted an appearance before the Board of Education in closed session to argue their appeal.

5. Board Proposal #11: Replace Article VIII, Salaries, Section D, Section 7 (Page 23) as follows:

If a Secretarial employee enrolls in, competes and receives a satisfactory grade in a course/training or otherwise approved in writing by the Superintendent, the employee shall be reimbursed for the full cost of the approved course/training. Requests for course approval shall be made in advance of the course starting date on the approval form. The Superintendent's denial of a request for course approval shall not be subject to the grievance procedure but may be appealed to the Board of Education, whose decision shall be final. The employee and/or their representative may request and shall be granted an appearance before the Board of Education in closed session to argue their appeal.

6. Board Proposal #12: Delete Article VIII, Salaries, Section D, Sections 8 and 9 (Page 23) (Secretarial employee college credit stipends and reimbursements).
7. Board Proposal #13: Add the following to the end of Article X, Sick Leave, Section D (Page 25):

The determination as to whether an employee shall be granted additional absences with or without pay pursuant to this section shall be at the sole discretion of the Board as recommended by the Superintendent in accordance with N.J.S.A. 18A:30-6.

8. BREA Proposal #8: Revise Article VI, H (Page 15) as follows: "ESL, IS, and classroom teachers in grades ~~one~~ K through 4 shall be given an average of ~~two (2)~~ three (3) program management/data analysis periods per calendar month."
9. BREA Proposal #9: Revise Article IV, M.1.a (page 16) relative to Level D secretaries as follows:

M. THE FOLLOWING PROVISIONS REFER TO SECRETARIAL/CLERICAL, SERVICE PERSONNEL:

1. Work Week

a. Secretarial	Weeks/yr	Hours/wk*	Days/Yr
12-month employees**	52	37-1/2	260
11-month employees	47.6	37-1/2	238

10-month employees	43.2	37-1/2	216
10-month level D	43.2	32-1/2	216 194

*35 hours per week during winter and spring vacations and from July 1st to September 1st.

**The summer hours for 12-month secretaries shall begin four (4) days after the teachers' last day. *The secretarial summer hour schedule worked in the 2024-2025 school year shall continue moving forward.*

~~Level D secretaries shall take the holiday break in December without reduction in pay, as part of the 216 days worked. Any additional days worked beyond the contracted days are to be mutually agreed, whenever possible, and compensated at either the employee's per diem rate or compensatory time, decided by employee prior to working those days.~~

Level D secretaries shall follow the same school calendar as the Certificated Staff. In addition, they will work 5 days immediately preceding the start of the school year, and 5 days immediately after the last day of school. Any additional days worked beyond the contracted days are to be mutually agreed, whenever possible, and shall be paid at the current annual salary on a prorated basis.

10. BREa Proposal #17: Revise Article VIII, C.4 (page 21) as follows: **“Teachers 10 month employees shall receive...” and “[...] except that 10-month Level D Secretaries shall receive their final paycheck on June 30th.”**
11. BREa Proposal #18: Delete the second sentence of Article VIII, D.4 (page 22) **“The amount shall be reduced to \$353,108 for the 2018-2019 school year.”**
12. BREa Proposal #19, as revised: Revise Article VIII, I (page 24) as follows:

“The Board agrees to reimburse teachers \$70 certificated staff \$100 for professional days taken to attend single day workshops and a maximum of \$100 \$150 to attend workshops of two or more days...”
13. BREa Proposal #20, as revised: Article VIII, J (page 24) as follows: **“Speech & Language Pathologists, Occupational Therapists, Physical Therapists, Board-Certified Behavior Analysts, and Nurses** will be reimbursed for certification renewals that are required in order to maintain their certificate.”
14. BREa Proposal #28: Delete the following from Appendix B, Instructional Activities (page 52):

~~(3) In the 2015-16 school year, teacher(s) assigned an additional instructional class beyond the teacher's normal instructional assignment, shall be voluntary and compensated at the rate of 1/6th of the individual teacher's salary. Effective July 1, 2016, teacher(s) assigned as additional instructional class beyond the teachers normal instructional assignment, shall be compensated as additional \$12,000 stipend, prorated for the time and instruction class(es) taught.~~

15. Add language to the Agreement to incorporate the Bridgewater Raritan Transportation Association merger with the BREa, to include the following proposals/language in accordance with the BREa proposals (as modified by the Board where noted):

Proposal 1, Article I, Recognition, as revised by Board Proposal #2 (4.3.25)

Proposal 2, Article II, Negotiating a Successor Agreement

Proposal 3, Article III, Grievance

Proposal 4, Article IV, Employee Rights

Proposal 5, Article V, Association Rights and Privileges, , as revised by Board Proposal #2 (4.3.25)

Proposal 6, Article VI, Sick Leave of Absence, , as revised by Board Proposal #2 (4.3.25)

Proposal 8, Extended Leaves

Proposal 9, Article IX, Deductions from Salary

Proposal 10, Article X, Representation Fee

Proposal 11, Article XI, Board Rights

Proposal 12, Article XII, Substance Abuse Testing

For the Board:

For the Association:

Signature

Signature

Print Name/Title

Print Name/Title

Date

Date