

**TENTATIVE AGREEMENT #3 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 16, 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 #8, as revised: Replace Article VI, Section N (Page 18) as follows:

Teaching Assistants shall work the schedule of the school to which they have been assigned, which shall be approximately seven (7) hours. Teaching Assistants assigned to schools with schedules longer than seven (7) hours shall work the school schedule without additional renumeration.

2. Board Proposal #14, as revised: Article X, Sick Leave, Section H (Page 26) as follows:

The Board of Education through administrative channels reserves the right to have the reason(s) for absence due to illness validated by medical evidence **or appropriate documentation**. As a general rule, such a request will not be made until after the third day of illness, **the day before or after a school holiday/break, and for scheduled in-service/professional development days.**

3. Board Proposal #15, as revised: Revise Article XI, Temporary Leaves of Absence, Section A, Paragraph 9, Subsection B, as follows:

Temporary leave days described in Paragraph A.6. will not be granted the day immediately preceding or following a vacation or holiday, **on the first or last day of the school year, or on any scheduled in-service/professional development day. Days may be granted by the Superintendent or designee in extenuating circumstances on a case-by-case basis.**

4. BREa Proposal #25, as revised: Revise Article XXII, Section A.1, to increase the current (24-25) per diem rate by the negotiated salary percentage settlement rate for each year of the contract, rounded up to the nearest dollar.

5. BREa Proposal #26, as revised: Revise Article XXII, Section A.2, to increase the current (24-25) per diem rates by the negotiated salary percentage settlement rate for each year of the contract, rounded up to the nearest dollar.
6. BREa Proposal #27, as revised: Revise Article XXII, Section B.1, to increase the current per diem rate (\$275 for 24-25) by the negotiated salary percentage settlement rate for each year of the contract, rounded up to the nearest dollar.

For the Board:

Signature

Print Name/Title

Date

For the Association:

Signature

Print Name/Title

Date