

**TENTATIVE AGREEMENT #1 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 April 3, 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 #1, as revised: Add the following to the Article IV – Employee Rights, Section I (Page 7), as follows: “No information in an employee’s personnel file will be shared with anyone outside of administrative/supervisory personnel and Board members with a legitimate need to know, except name, place of employment, dates of employment, job classification and salary, **except where otherwise required by law.**”
2. Board proposal #2: Revise Article IV – Employee Rights, Section P (Page 8) as follows: ~~“The nature and extent of duties for various job categories for Service Personnel shall remain substantially as heretofore, and~~ **No** major change in job duty requirements shall be made without notification to the Association.”
3. Board proposal #4: Revise Article IV, Section S, Paragraph b(3) (Page 11) to read as follows:

Suspension and/or Increment Withholding

The third step in the disciplinary procedure should be given serious consideration by both the supervisor and the employee, as the next step would normally be discharge. Suspension without pay for a period of three (3) days **shall be the standard length of suspension**, although circumstances may dictate a longer or shorter period of time. **The supervisor may also recommend, and the Board may approve, that the employee’s salary increments be withheld in lieu of or in addition to a suspension at this step in the disciplinary procedure.**

4. Board Proposal #17: Replace all references to “Long Term Substitute” in Article XXII, Section D (Page 37) with **“Leave Replacement Teacher”**.

5. Board Proposal #18: Revise Article XXII, Section D, Paragraph 2 (Page 37) as follows:

Be compensated at Step 1, BA Level of the then current Teachers Salary Guide **or be placed on the salary guide at the appropriate higher level/step as determined by the Superintendent.** There shall be no guarantee of advancement on the Salary Guide beyond **the initial step placement**, despite continuing service into another school year.

6. Board Proposal #21: The Agreement shall be for five years, July 1, 2025 through June 30, 2030.

7. BREA Proposal #1: Update all dates to match the current year as applicable.

8. BREA Proposal #2: Change references from “Teachers” to “Certificated Staff” or “Staff Members” as follows:

- a. Article IV, Section B, Paragraph 3:

i. ~~Teachers~~ **Certificated Staff** are expected to be at school at least ten (10) minutes...

ii. ~~Teachers~~ **Certificated Staff** may leave (10) ten minutes after the end of the school day....

- b. Article IV, Section L: Schedule advisory committee - made up of three ~~teachers~~ **staff members** selected by the Association, three ~~teachers~~ **staff members** selected by the administration...

- c. Article IV, Section D, Paragraphs 1 and 2: All references to “teacher” or “teachers” shall be revised to “certificate staff”

9. BREA Proposal #3: Article IV, S, Documentation Procedure -page 12. “Superintendent or his designee”

10. BREA Proposal #4: Article IV, T.2 -page 12. “completes and received receives a”

11. BREA Proposal #5: Add the following to Article V, Section E:

1. The Association and its members shall have the right to use district email/electronic mail per the WDEA statute.

12. BREA Proposal #6: Revise Article VI, Section B.1 as follows:

B. 1. The School Counselors', Elementary Teaching Specialists', School Psychologists', Social Workers ~~ad~~ and LDTs work day will remain the same as current practice and work year will be the same as the teachers' work year.

Effective July 1, 2019, Counselors and Elementary Teaching Specialists will work two (2) days between the close of schools and June 30th. Effective July 1, 2019, Counselors, Elementary Teaching Specialists, School Psychologists, Social Workers and ~~LDTs~~ **LDTc** may work up to five (5) additional days as needed by the principal during the summer months at a mutually agreed upon time, Counselors, Elementary Teaching Specialists, School Psychologists', Social Workers and LDTcs will receive one-seventh (1/7th) of the stipend (Appendix B) for each of these days worked.

13. BREA Proposal #15: Revise Article VIII, Section B.b as follows: ~~"For the 03-04 school year, longevity payments shall reflect the system of payment under the July 1, 2000 - June 30, 2003 contract. Beginning July 1, 2004, assistants~~ **Assistants** shall...

14. BREA Proposal #21, as revised/countered: Revise Article X, Section J as follows: "Upon the termination of the employment of an assistant by retirement after at least ~~twenty (20)~~ *fifteen (15)* years of employment in the district, ..."

15. BREA Proposal #22: Add the following to Article XIV, Section A, first paragraph:

Anyone opting for the EHP/GHSP shall continue to make payments in accordance with P.L. 2020 Chapter 44.

16. BREA Proposal #23: Delete Article XIV, Section A, Paragraph 3.

17. BREA Proposal #24: Revise Article XIV, Section K as follows:

K. Said health and dental insurance plans shall be provided only to employees who work in excess of an average of twenty-nine (29) hours per week. ~~except as outlined herein. During the duration of the 2018-2019 school year, all current .8 employees shall continue to receive said benefits through the end of the school year. Following the conclusion of the 2018-2019 school year, current .8 employees, unless otherwise non-renewed, shall be offered full-time positions with the District for the 2019-2020 school year. In the event that a current .8 employee rejects the proposed increase in hours, they shall serve in their position without benefits for the duration of their employment.~~

18. BREA Proposal #28, as revised: Revise Appendix B, Instructional Activities, as follows:

~~(3) In the 2015-2016 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 an additional instructional class beyond the teachers normal instructional assignment, shall be compensated an additional~~

~~\$12,000 stipend, prorated for the time and instruction class(es) taught. Effective July 1, 2017~~ Teacher(s) assigned an additional instructional class beyond the teachers normal instructional assignment, shall be compensated an additional \$12,240 stipend, prorated for the time and instruction class(es) taught. Reasonable efforts will be made to assign an extra class that would not require additional preparation work.

19. BREa Proposal #31: Sidebars dated September 3, 2024 and January 1, 2025 shall be incorporated into the new agreement.

For the Board:

Signature

Print Name/Title

Date

For the Association:

Signature

Print Name/Title

Date