

SIDEBAR AGREEMENT

THIS AGREEMENT is entered on this 29 day of September 2021.

WHEREAS, the Old Bridge Board of Education (“the Board”) and the Old Bridge Education Association (“the OBEA”) are parties to a Collective Bargaining Agreement in place from July 1, 2019 through June 30, 2024; and

WHEREAS, the parties’ authorized representatives have discussed the ongoing staffing and hiring crisis regarding nursing staff, the possibility of compensation adjustments to enable the school district to attract and retain sufficient staff in this area, and revisions to Articles IX and XXVII and Schedules A and J of the Collective Bargaining Agreement to address this issue:

NOW, THEREFORE, in consideration of the terms of this Sidebar Agreement, the parties agree to revise language of their Collective Bargaining Agreement, and to revise terms and conditions of employment for affected staff members, as follows:

1. All Registered Nurses employed in the district as of October 1, 2021 and all Registered Nurses hired thereafter shall be compensated on the “Non-Certificated” salary guide within Schedule A of the parties’ Collective Bargaining Agreement. Existing employees will be moved to the step and longevity value consistent with Schedule A, as listed on the attached chart, effective for the first pay period of October 2021, and they shall move through guide steps and longevity values consistent with Schedule A / Non-Certificated thereafter unless moved to Schedule A / Certificated consistent with Article XXVII.B.3 and paragraph 2 of this agreement.
2. Effective October 1, 2021, Article XXVII.B.1 of the parties’ Collective Bargaining Agreement is revised to provide that Registered Nurses shall be compensated pursuant to Schedule A / Non-Certificated staff. Article XXVII.B.3 is revised to provide that any RN who becomes a Certified School Nurse after the effective date of this sidebar agreement will move laterally from the Non-Certificated guide to the BA guide, maintaining the current step placement. Any provision of Article XXVII which is inconsistent with or rendered moot by this agreement shall be of no further effect on the effective date of this agreement.
3. Effective October 1, 2021, Article IX.A.2.b is revised to add nurses to the list of employee categories who may be provided up to eight (8) steps of guide credit for non-educational employment at the time of hire.
4. Effective October 1, 2021, Article X.D is revised to provide, “Salaries for all Registered Nurses covered by this Agreement are set forth in Schedule J, which is hereto attached and made part hereof. Effective October 1, 2021, salaries for all Registered Nurses shall be as set forth in Schedule A, Non-Certificated guide.”
5. The foregoing constitutes the parties’ entire agreement as to this matter. No additional agreements are made by, nor any other Collective Bargaining Agreement language changed, by this sidebar agreement unless confirmed in writing and executed by both parties.

- Dated: 9/29/21

Will DeCora
Joseph M. M.

FOR THE OBEA:


