

SIDEBAR AGREEMENT

THIS AGREEMENT is entered on this ____ day of September, 2020.

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, revisions to State law, specifically the New Jersey School Employees’ Health Benefits Program (SEHBP) will preempt certain provisions of Article XX, Insurance Protection, during the term of said Agreement, and the parties wish to clarify the impact of said law and the parties’ respective rights under the CBA and the law; and

WHEREAS, the parties’ authorized representatives have discussed the matter and mutually acceptable revisions to Article XX:

NOW, THEREFORE, the parties agree to revise the language of Article XX.A.1 a) and b), and to add new subsection c), pages 23-24 of the 2019-2024 Collective Bargaining Agreement, to provide as follows:

- a) All members whose start date is on or after July 1, 2020 but before January 1, 2021 shall be eligible only for SEHBP Direct-Zero coverage through December 31, 2020, after which they will be required to enroll in the SEHBP Educator Health Plan or the Garden State Health Plan (when available), which includes as part of the EHP a stand-alone prescription drug coverage and co-pay plan, through December 31, 2027.
Members whose start date is on or after January 1, 2021 shall be eligible only for enrollment in the SEHBP Educator Health Plan or Garden State Health Plan (when available) which includes as part of the EHP a stand-alone prescription drug coverage and co-pay plan, through December 31, 2027, after which they shall be eligible, through the open enrollment process, to enroll in any other plan then offered by the Board.
Current members as of June 30, 2020 shall remain eligible, at their option, to remain in Direct-15 coverage and their current Prescription drug coverage as set forth in Article XX.A.3, in which case all Rx benefits, co-pays, and the Employee Benefit Contributions for all insurance coverage shall remain consistent with Article XX.A.
- b) All members who were employed prior to July 1, 2020 and are enrolled in SEHBP Educator Health Plan or Garden State Health Plan (when available) coverage as of January 1, 2021 or thereafter, are entitled to a one-time payment in the amount of twenty-five percent (25%) of the premium difference between their previous plan premium and the Educators Health Plan or Garden State Health Plan premium for the same level of coverage, after their EBC is subtracted. Payment will be divided and made in two equal installments and paid in May and December. Employees with a start date on or after July 1, 2020 shall not be eligible for this incentive. This shall take effect through the open enrollment process any time after July 1, 2020.

- c) The coverage and prescription requirements of Senate Bill S-2273, passed into law as P.L. 2020, c. 44, July 1, 2020, as set forth in subsections a) and b), above, shall supersede any contrary language in the remaining provisions of Article XX of this Agreement.

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.

In entering this agreement, the parties understand and acknowledge that they are not re-opening their 2019-2024 Collective Bargaining Agreement, nor has said Agreement expired. All terms and conditions of employment set forth in said Agreement remain binding and in full force and effect except as set forth herein.

Dated: _____

FOR THE BOARD:



Kelly Ellis-Johnson

FOR THE OBEA:



