

SIDEBAR AGREEMENT

THIS AGREEMENT is entered on this 11 day of MAY 2022.

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 a revision of the compensation, scheduling and workload rights of the OBEA president as set forth in Article V, Article XX and Schedule A of the Agreement:

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. Effective for the 2022-2023 school year (September 1, 2022 through June 30, 2023), Article V.E shall be replaced in whole with the following language:
 - E. President of the Association
 1. Notwithstanding any language of the parties' Agreement to the contrary, the President of the Association shall be relieved of all instructional and duty assignments.
 2. Compensation for the President of the Association shall be paid by the Board, pursuant to all terms of Article X and Schedule A; however, the OBEA shall reimburse the Board for twenty-five percent (25%) of the President's aggregate Schedule A compensation, and the New Jersey Education Association shall reimburse the Board for fifty percent (50%) of the President's aggregate Schedule A compensation. The Board shall remain responsible for the remaining twenty-five percent of the President's aggregate Schedule A compensation.
 3. Reimbursements as set forth in section 2, above, shall be made in two (2) equal installments, due no later than February 28 and June 30. Timely reimbursement payment in full shall be a condition of implementation and continuation of the terms of this sidebar agreement. It shall be the obligation of the OBEA to ensure payment by the NJEA, and in the event of failure or refusal by the NJEA to make its payments, the OBEA shall undertake such payments as a condition of continuation of the terms of this sidebar agreement.
2. The Board shall continue to provide the OBEA president with health benefits as set forth in Article XX of the Agreement, as modified by the parties' September 2020 sidebar agreement, subject to employee benefit contributions as set forth therein. The president shall continue to receive all other employment benefits, accrue seniority, and advance through the salary guide as if employed as a regular full-time teaching staff member during the term of this agreement.
3. This sidebar agreement shall be implemented as a pilot for the 2022-2023 school year, and shall sunset on June 30, 2023 and have no force and effect thereafter, and the parties shall revert to the terms of Article V.E of their 2019-2024 Agreement. However, the parties may extend the effective term of this sidebar agreement by a written document executed by the authorized representatives of both parties.

4. 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.
5. 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: 5/11/22

FOR THE BOARD:

Frank Weber

FOR THE OBEA:


