

AGREEMENT
BETWEEN THE
SOUTH PLAINFIELD BOARD OF EDUCATION
AND THE
SOUTH PLAINFIELD EDUCATION ASSOCIATION

WHEREAS, the Board of Education ("Board") and the South Plainfield Education Association ("Association") are parties to a collective negotiations agreement ("Agreement") with a term of July 1, 2023 through June 30, 2028; and

WHEREAS, Association members Nicola DeMonte and John Rutigliano serve in the position of District Electrician and Lead Maintenance Technician, respectively; and

WHEREAS, Mr. DeMonte and Mr. Rutigliano have worked on a rewiring project at Riley Annex Building for the past few months which required them to perform extensive and additional work in order to complete the project, and which was only possible due to Mr. DeMonte holding a certified electrician license and Mr. Rutigliano serving as his assistant during the project; and

WHEREAS, the parties wish to provide Mr. DeMonte and Mr. Rutigliano with a one-time stipend due to their work on this unique project, based on the scope of work performed by both employees and in light of the Board's recognition of same,

NOW, THEREFORE, the Board and the Association agree as follows:

1. Upon the completion of the rewiring project at Riley Annex Building, Mr. DeMonte will receive a recognition stipend in the amount of \$10,000.00. Mr. Rutigliano will similarly receive a recognition stipend in the amount of \$7,500.00. The stipends will be paid upon execution and approval of this Agreement by each individual and the Board, and shall be a one-time payment subject to all relevant taxes and withholdings. The stipends will not be added to the base salary of either employee, but are separately being issued in recognition of their exceptional service to the District.
2. The parties agree that this is a one-time accommodation being provided on a case-by-case basis and shall not be considered precedential or past practice, nor shall it apply to other similarly situated employees, if any.
3. The terms and conditions of the Agreement shall remain unchanged and shall not be affected by this separate agreement or the payment of the stipend in any way.
4. This Sidebar Agreement, consisting of two (2) total pages, is subject to the approval of the Board prior to becoming effective. By signing below, each party represents that it is authorized to enter into this Sidebar Agreement on behalf of their respective entity. The

individual signing below on behalf of the Association further represents that he/she is authorized to enter into this sidebar on behalf of the above-named individuals.

FOR THE SPEA:


Karl Spolarich, President

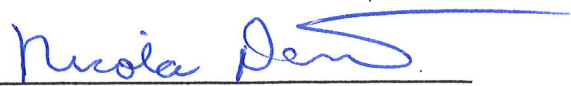
DATED:

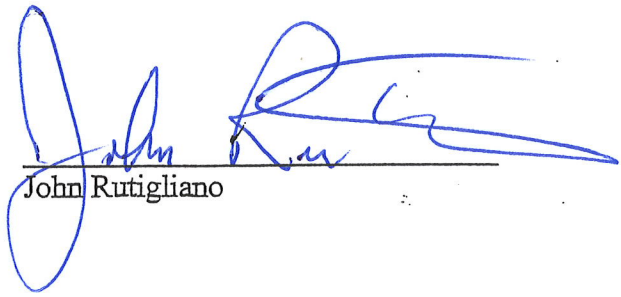
FOR THE BOARD:


Pio Pennisi, President

DATED:

8/18/23


Nicola DeMonte


John Rutigliano

SIDEBAR AGREEMENT BETWEEN
THE SOUTH PLAINFIELD BOARD OF EDUCATION
AND
THE SOUTH PLAINFIELD EDUCATION ASSOCIATION

WHEREAS, the South Plainfield Board of Education (“Board”) and the South Plainfield Education Association (“the Association”) are currently parties to a collective negotiations agreement (“Agreement”) in effect for the period July 1, 2023 through June 30, 2028; and

WHEREAS, the Agreement can only be amended by an instrument in writing duly executed by both parties; and

WHEREAS, the Board and the Association recently completed negotiations for a successor agreement but inadvertently failed to include modifications to work day language that had been left off of prior sidebars regarding the Grant and Elementary School workday schedule.

NOW, THEREFORE, the Board and the Association agree as follows:

1. Paragraphs A, B, and C of Article VIII, “Work Day and Meeting Schedule,” shall be revised to reflect only the following. Non-conforming language shall be considered deleted.

A. Elementary Schools (K-4):

The elementary school workday shall be six (6) hours and fifty (50) minutes in duration. The elementary school teachers shall have a minimum of one (1) duty free period each day. Duty free periods shall be a minimum of thirty (30) minutes duration, three (3) times a week, and forty (40) minutes, two (2) times a week.

B. Grant Elementary (5-6):

The Grant School workday shall be six (6) hours and fifty (50) minutes in duration. The Teachers shall have a forty (40) minute lunch and one (1) duty free period of no less than forty (40) minutes each day.

C. Middle School:

The Middle School workday shall be seven (7) hours. It is understood that, two (2) days a week, the Teacher will stay no less than thirty (30) minutes beyond the close of the students' day to be available to give students voluntary extra help when needed.

2. Schedule D shall be revised to note the salary of the Technical Support Specialist 1 position as follows:

2023-2024	\$47,500
-----------	----------

2024-2025	\$49,281
2025-2026	\$51,129
2026-2027	\$52,919
2027-2028	\$54,718

3. All other terms and conditions of the Agreement shall remain unchanged.
4. This Sidebar shall remain in full force and effect throughout the life of the existing Agreement and until a successor Agreement is reached by the Board and the Association, at which time the modifications set forth herein shall be continued and made part of the successor Agreement as if originally negotiated therein, subject to any additional modifications that may be mutually agreed to during the negotiation period.
5. This Sidebar Agreement, consisting of two (2) total pages, is subject to the approval of the Board prior to becoming effective. By signing below, each party represents that it is authorized to enter into this Sidebar Agreement on behalf of their respective entity.

FOR THE ASSOCIATION:


 Karl Spolarich, Association President

DATED:

FOR THE BOARD:


 Pio Pennisi, President

DATED: 8/18/23