

SIDE BAR AGREEMENT
Between the
SPRINGFIELD BOARD OF EDUCATION ("Board")
and

SPRINGFIELD EDUCATION ASSOCIATION ("Association")

THIS AGREEMENT is made this 21st day of February 2024, between the SPRINGFIELD BOARD OF EDUCATION ("Board") and the SPRINGFIELD EDUCATION ASSOCIATION ("Association").

WHEREAS, the Board and Association are parties to a Collective Bargaining Agreement ("CBA") for the period of July 1, 2021 to July 1, 2024 ; and

WHEREAS, the CBA recognizes Aides; and

WHEREAS, the CBA provides for insurance coverage for Aides working more than thirty (30) hours per week; and

WHEREAS, through collective negotiations, the Board and Association executed Tentative Agreement #3, which, upon full ratification by both parties would address the issue of insurance coverage for Aides; and

WHEREAS, the Board and the Association seek to have the Tentative Agreement be effective prior to the conclusion of collective negotiations; and

NOW, THEREFORE, the Board and Association, in consideration of mutual covenants and promises contained herein, the legal sufficiency of which is hereby acknowledged, agree as follows:

1. The Board and the Association repeat and incorporate the recitals and they are part of this agreement.

ARTICLE 7
INSURANCE PROTECTION

P.11, A.3, Line 13 It is expressly understood that Aides do not count towards the total number of employees when calculation the waiver payment described above.

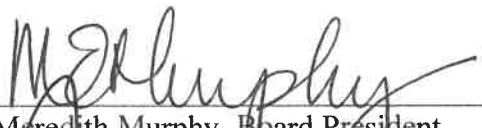
P. 12, 7
ADD:

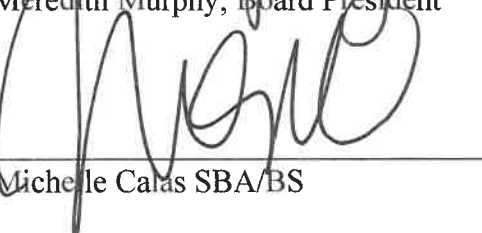
Aides who are contracted to work more than 30 hours per week will be offered single coverage insurance. Eligible aides who waive insurance coverage shall be paid \$1,250. An annual survey will be circulated to determine interest in the positions and benefits offered.

2. This Agreement shall not be construed to establish past practice in the District and shall terminate on June 30, 2024 unless the parties mutually agree, in writing, to either incorporate this Agreement permanently into the CBA, or extend the duration of this Agreement.
3. The parties agree that all other terms and conditions included in the CBA, except as noted above, shall not otherwise be modified and that no past practice shall be created by this Sidebar Agreement.
4. This Agreement shall not conflict with any statutes, regulations, or Executive Orders issued by the Governor, State of New Jersey, or local Board of Health.
5. This Agreement contains the entire Agreement and understanding between the parties.
6. If a specific clause of the Agreement is determined to be illegal or in violation of any Federal or State law, the parties agree to meet in an attempt to revise the Agreement so as to preserve the full benefit of this Agreement pursuant to law. Should the parties be unsuccessful, the parties will agree to negotiate the impact of same. The remainder of the Agreement shall not be affected by such a ruling and shall remain in full force and effect.
7. The Parties shall be bound by the terms and conditions of this Agreement.
8. The Parties have entered into this Agreement freely and voluntarily.
9. The signatories of this agreement have been duly authorized to sign it.

IN WITNESS WHEREOF, the parties hereunder set their hands and seals to this Agreement effective on the 26th day of February 2024.

SPRINGFIELD BOARD OF
EDUCATION

By: 
Meredith Murphy, Board President

By: 
Michelle Calas SBA/BS

SPRINGFIELD EDUCATION
ASSOCIATION

By: 
Shari Scheckman, President

By: 