

COLLECTIVE NEGOTIATION AGREEMENT

BETWEEN

**BOARD OF EDUCATION OF THE
FREEHOLD REGIONAL HIGH SCHOOL DISTRICT**

AND

**FREEHOLD REGIONAL HIGH SCHOOL BUILDING
SUPERVISORS ASSOCIATION**

2022 - 2027

I. RECOGNITION

- A. The Freehold Regional High School District Board of Education recognizes the New Jersey Education Association as the exclusive employee representative organization for a negotiation unit consisting of all building supervisors.
- B. Unless otherwise specified, the term "employees" as used in this Agreement shall refer to all employees of the negotiation unit; and the use of the terms such as "he or she" shall refer to both male and female employees.

II. NEGOTIATIONS PROCEDURE

- A. The parties agree to enter into collective negotiations over a successor Agreement in accordance with provisions of the New Jersey Employer-Employee Relations Act, as amended; and negotiations shall begin upon request by the Association within the calendar year in which this Agreement expires.
- B. Neither party in any negotiations shall have any control over the selection of the negotiations representatives of the other party.
- C. This Agreement incorporates the entire understanding of the parties on all matters which were or should have been the subject of negotiations. During the term of this Agreement, neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both the parties at the time they negotiated or executed this Agreement.
- D. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

III. GRIEVANCE PROCEDURE

A. Definition

"Grievance" shall mean a complaint by a supervisor, group of supervisors or the Association that there has been a misinterpretation, misapplication, or violation of this Agreement which affects policies, or administrative decisions affecting the individual or group. To be considered under