

COLLECTIVE NEGOTIATIONS AGREEMENT
BETWEEN
BOARD OF EDUCATION OF THE
FREEHOLD REGIONAL HIGH SCHOOL DISTRICT
AND
FREEHOLD REGIONAL HIGH SCHOOL SUPERVISORS' ASSOCIATION

JULY 1, 2022 – JUNE 30, 2027

PREAMBLE

This agreement is entered into this July 1, 2022 by the Board of Education of the Freehold Regional High School District, Monmouth County, New Jersey, hereinafter called the “Board” and the Freehold Regional High School Supervisor’s Association, hereinafter called the “Association”.

Except as this Agreement otherwise specifically modifies the contract currently in existence between the parties, such contract and all provisions shall continue in full force and effect.

Both parties acknowledge the Board’s obligation under State and Federal law that “all persons, regardless of race, color, age, creed, religion, sex, national origin, ancestry, marital status, domestic partnership status, affectional or sexual orientation, gender identity or expression, genetic information, disability or atypical hereditary cellular or blood trait of any individual, or because of liability for service in the armed forces of the United States shall be provided equal access to all categories of employment in the Freehold Regional High School District (“District”).

ARTICLE I - RECOGNITION

A. The Board recognizes the Association as the exclusive representative for collective negotiations concerning terms and conditions of employment and collective agreements and any questions arising thereunder for the following employees in the title of Academic Supervisor (hereinafter collectively referred to as “Supervisors”).

B. Supervisors shall refer to all members of the Association, unless otherwise noted, and all references in this Agreement to male Supervisors shall include female Supervisors and vice versa.

C. The parties to this Agreement acknowledge that the Board may consider plans for the reorganization of the District’s Supervisory structure during the term of this Agreement. The parties further recognize that the planning process is not sufficiently advanced to permit any degree of certainty as to the specific features of any reorganization scheme that may be adopted by the Board. In order that this possibility of Supervisory reorganization should not stand as an

obstacle to a new multi-year collective negotiations agreement which is desired by both parties, the Board and the Association agree as follows:

1. The Association shall continue to be recognized as the exclusive representative organization for all certificated building level Supervisory personnel below the rank of Assistant Principal, but specifically excluding any Supervisor of Extra Curricular Activities ("SECA"), whether or not any reorganization planned by the Board results in any change in job titles and/or job descriptions for Associations.

2. In the event that the Board adopts a Supervisory reorganization plan during the life of this Agreement it shall not be obligated to negotiate concerning decisions, or the impact of decisions, involving job titles, job descriptions, or any substitution of Supervisory responsibilities for instructional responsibilities.

Notwithstanding the above, the Board shall be required to negotiate with the Association in the event that it seeks to modify either the required number of workdays for Association members or the required number of working hours in a workday.

ARTICLE II - NEGOTIATION PROCEDURES

The parties agree to commence collective negotiations on a successor agreement after January 1 of the calendar year in which this Agreement is scheduled to expire.

The parties mutually agree that should negotiations for a successor collective negotiations agreement not be completed prior to the expiration of this collective negotiations agreement, unit members shall not be advanced on the salary guide vertically, and shall receive no increase in compensation until a new agreement is reached. Unit members shall continue to receive the same salary received on the final day of this collective negotiation agreement until such time as a successor agreement is reached. Movement on the salary guide shall be interpreted to include a vertical step increase. Unit members have their salary frozen until negotiations for a new contract are completed, the agreed upon salary increases have been distributed through mutually acceptable guides, and the Association has ratified and the Board has approved the agreement.