

SIDE BAR AGREEMENT
BETWEEN
GLASSBORO BOARD OF EDUCATION
AND
GLASSBORO EDUCATION ASSOCIATION

REGARDING NEWLY HIRED BUS DRIVER RETENTION BONUS

This Side Bar Agreement is entered into by and between the Glassboro Board of Education (“Board”) and the Glassboro Education Association (“Association”) for the period July 1, 2026 through June 30, 2028.

WHEREAS, the Board and the Association are parties to a collective negotiations agreement covering the period July 1, 2026 through June 30, 2028; and

WHEREAS, the Board desires to support the recruitment and retention of qualified bus drivers; and

WHEREAS, the Board and the Association desire to establish a one-time bonus for eligible newly hired bus drivers, subject to the terms and conditions set forth in this Side Bar Agreement;

NOW, THEREFORE, the parties agree as follows:

1. A newly hired bus driver who begins employment with the Board during the term of this Agreement shall be eligible for a one-time new-hire retention bonus of One Thousand Dollars (\$1,000.00), provided that the employee satisfies all eligibility requirements set forth in this Agreement.
2. To be eligible for the bonus, the newly hired bus driver must complete a minimum of six (6) months of continuous employment with the Board following the employee’s initial date of employment as a bus driver.
3. To be eligible for payment, the newly hired bus driver must remain actively employed by the Board in a bus driver position through the Payment Date. An employee who resigns, retires, is separated from employment, or otherwise is no longer employed by the Board before the Payment Date shall not be eligible to receive the bonus, regardless of whether the employee has completed six (6) months of employment.
4. Eligible bonuses shall be paid on the “Payment Date”; the last regular payroll date of the applicable school year, or June 30, whichever occurs first. A newly hired bus driver must satisfy both the six-month continuous employment requirement and the continued employment requirement as of the applicable Payment Date.
5. The bonus is a one-time payment and shall be paid through the Board’s regular payroll process, subject to all required deductions and withholdings. The Board shall determine employee eligibility and administer this Agreement consistent with its express terms.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by their duly authorized representatives.

GLASSBORO EDUCATION
ASSOCIATION

Heather Stewart, President

GLASSBORO BOARD OF
EDUCATION

Ryan Hughes, Vice President