

Glassboro Public Schools



MEMO

Date: August 26, 2026
To: Dr. Lewis
From: Michael Sloan
Re: GEA Sidebar

Recommend Board approval of the sidebar agreement between the Glassboro Board of Education and the Glassboro Education Association for the period of July 1, 2026, through June 30, 2028, regarding 2026-2028 Additional In-Schedule Teaching Periods for Eligible Grades 9-12 Teachers. (TPAF-Creditable Compensation). (attachment)



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

REGARDING 2026–2028 ADDITIONAL IN-SCHEDULE TEACHING PERIODS FOR
ELIGIBLE GRADES 9–12 TEACHERS
(TPAF-CREDITABLE COMPENSATION)

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, Article XVII, Section D of the collective negotiations agreement between the Board and the Association provides as follows:

“Teachers in grades 9-12 will not be required to teach more than six (6) total classes per day and shall be limited to 4 different courses per marking period. This does not apply to teachers who teach at both the Intermediate and High School or shared/inclusion teachers.”

WHEREAS, the parties acknowledge that Article XVII, Section D applies only to teachers assigned to grades 9 through 12 and does not apply to teachers who teach at both the Intermediate and High School or to shared/inclusion teachers; and

WHEREAS, the Board and the Association desire to memorialize their agreement concerning the assignment and compensation of an additional in-schedule teaching period for eligible grades 9–12 teachers beyond the six (6)-class daily teaching-load limitation otherwise established by Article XVII, Section D; and

WHEREAS, the parties intend that any compensation paid pursuant to this Agreement shall be administered in a manner consistent with applicable law and regulations governing creditable compensation under the Teachers’ Pension and Annuity Fund (“TPAF”);

NOW, THEREFORE, the parties agree as follows:

1. Scope and Eligibility. This Agreement applies solely to certificated teaching staff members who are assigned to teach in grades 9 through 12 and who are otherwise subject to the six (6)-class daily teaching-load limitation set forth in Article XVII, Section D of the collective negotiations agreement (“Article XVII(D)”). This Agreement shall not apply to teaching staff members assigned exclusively to grades PreK through 8, teachers who teach at both the Intermediate and High School, shared/inclusion teachers, or any other teaching staff member who is not subject to Article XVII(D).

2. Additional In-Schedule Teaching Period. Notwithstanding the six (6)-class daily teaching-load limitation in Article XVII(D), the Board may assign an eligible grades 9–12 certificated teaching staff member holding the appropriate certification to teach one (1)

additional class during the regular contracted school day (“additional in-schedule teaching period”).

3. Assignment Duration. An additional in-schedule teaching period shall be part of the regular school curriculum, scheduled during regular school hours, and assigned for the full school year whenever practicable. If staffing needs require a shorter assignment, the assignment shall be for a minimum period of one (1) month.

4. Assignment Opportunity. Additional in-schedule teaching period assignments shall be offered on an equal-opportunity basis to eligible grades 9–12 certificated teaching staff members within the affected High School department, subject area, grade level, or other appropriate assignment group, consistent with district staffing needs, seniority, certification, and Board policy. Nothing in this Agreement requires the Board to offer, assign, or compensate an additional in-schedule teaching period to a teaching staff member who is not within the scope of this Agreement.

5. Compensation. Compensation for an additional in-schedule teaching period shall be treated as salary and paid through the regular payroll cycle in equal installments over the duration of the assignment, unless otherwise required by law or payroll administration. The annual compensation for each additional in-schedule teaching period shall be set forth in the applicable Teacher Salary Guide and shall be prorated as appropriate based on the actual duration of the assignment.

6. TPAF Treatment and Reporting. The parties intend that compensation paid under this Agreement for an additional in-schedule teaching period may constitute creditable compensation under N.J.A.C. 17:3-4.1, provided that all applicable statutory, regulatory, and NJDPB requirements are satisfied. The Board shall report such compensation through the Internet-based Report of Contributions (“IROC”) and shall include appropriate comments and supporting documentation upon request.

7. Excluded Duties. This Agreement does not apply to, and shall not be construed to make pension-creditable, compensation for duties performed outside the regular contracted school day or school year, including, by way of example, extracurricular activities, athletics, clubs, summer programs, or other extra-duty assignments, unless otherwise required by law.

8. No Expansion of Coverage or Precedent. This Agreement is limited to the additional in-schedule teaching-period assignments described herein for eligible grades 9–12 certificated teaching staff members. It shall not be construed to create a right to additional in-schedule teaching-period compensation for employees assigned outside grades 9 through 12, teachers excluded from Article XVII(D), or any other bargaining-unit position. Except as expressly modified by this Agreement, all provisions of the collective negotiations agreement remain in full force and effect. This Agreement shall not establish a past practice or precedent beyond its express terms or duration.

9. Salary Guide Amendment. The parties agree that the Teacher Salary Guide for the 2026–2027 school year and the Teacher Salary Guide for the 2027–2028 school year shall be amended to include compensation for an additional in-schedule teaching period in the amount of Eight Thousand One Hundred Dollars (\$8,100.00) per school year, prorated as applicable.

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

GLASSBORO EDUCATION
ASSOCIATION

GLASSBORO BOARD OF
EDUCATION

Heather Stewart, President

Ryan Hughes, Vice President