

Glassboro Public Schools



MEMO

To: Mark Silverstein

From: Lisa Ridgway

Date: April 23, 2023

Re: Memorandum of Agreement – GESPA

Recommend Board approval of the attached MOA #1 between the Glassboro Board of Education and the Glassboro Educational Support Professionals Association (GESPA) for the period July 1, 2023, through June 30, 2028.

Memorandum of Agreement

GESPA and the Glassboro BOE

The Glassboro Educational Support Professionals Association and the Glassboro Board of Education (the "Parties") agree to make the following revisions to the contract:

1. Article XI Health Benefits
 - a. Move all staff to Chapter 44
 - b. New hires are only eligible for single coverage. After three years they will be eligible for family
 - c. Language for this article will be revised to reflect 1 A & b.
2. Article X Salaries and Other Forms of Remuneration
 - a. Delete C
 - b. Employees who work on a national or state declared holiday shall be paid double time for the first 5 holidays worked. Any additional national or state declared holiday worked shall be paid time and one-half.
3. Article XII Sick Leave and Absence
 - a. D (Personal Leave) – Ten (10) month employees under contract shall be allowed personal leave without pay deduction for a maximum of two (2) days during each school year. Twelve (12) month employees under contract shall be allowed personal leave without pay deduction for a maximum of three (3) days during each school year.
 - b. G (Days for Funeral) – Absence due to death in the immediate family is allowed without deduction up to five (5) days. Immediate family is defined to mean husband, wife, domestic partner from a civil union, father, mother, child, siblings, grandparents; grandchild, parents-in-law, step-parents, stepchildren, step-siblings. Absence due to death of an uncle, aunt, niece, nephew or member of the household is allowed without deduction for up to three (3) days. Employees may, on a case-by-case basis, submit request for funeral leave for a former member of the employee's household who is not included in this list.
4. Article XIX Employee Facilities and Equipment
 - a. Delete first three sentences (removing uniform shirts). Delete two sentences removing Jeans/workpants allowance.
5. Salary percentages:
 - a. Year 1 Freeze
 - b. Year 2 -5 3%
6. The Parties agree that this Agreement was entered into to avoid the District from subcontracting the night custodians. The Parties agree to continue negotiations on the rest of the GESPA contract.
7. The Parties acknowledge these terms and conditions are subject to ratification.

8. All Parties agree to recommend the terms and conditions contained herein to their respective constituents for ratification.

DATE: 4/19/23
GESPA: *Mark G. Stone*
Jim Foster
Brian Douthett
Thomas Bailey

BOE *June B. Longley*