

# *Glassboro Public Schools*



## **MEMO**

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To: Mark Silverstein

From: Lisa Ridgway

Date: February 23, 2022

Re: February Agenda Item

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Recommend the adoption of a sidebar agreement with GESPA allowing the district to institute a one-time hiring bonus in the amount of \$500 to Special Education Instructional Assistants that have worked for six (6) consecutive months before May 31, 2022 or any new employees that are hired between this agreement and September 1, 2022 will receive a bonus following six (6) months of employment.

**Sidebar Agreement between the Glassboro Board of Education and the GESPA Which Applies to the 2021-2022 School Year**

WHEREAS, the Glassboro Board of Education (“Board”) has previously entered into a Collective Negotiations Agreement (“Agreement”) with the Glassboro Educational Support Professionals (“Association”) covering the period July 1, 2019, through June 30, 2024; and

WHEREAS, subsequent to the negotiation of the Agreement, the Board and the Association have recognized and agreed that the District is having difficulty filling the position of special education instructional assistant and such positions are needed to comply with the IEP’s of District students; and

WHEREAS, the Board and the Association would like to recognize the support that these employees provide in difficult situations.

WHEREAS, the Board and the Association note that Special Education Instructional Assistants dedication to persevere through challenges, to be flexible in placement, and to support the students physically, emotionally and academically has not gone unnoticed.

NOW, THEREFORE, the Board and the Association agree as follows:

The Board will provide a one-time bonus of \$500 to current and new special education instructional assistants that have worked 6 consecutive months before May 31, 2022 for Glassboro Public Schools as a Special Education Assistant at the close of the school year. New employees that reach their 6 months following May 31, 2022 will receive their bonus at the end of the calendar year. New hires that begin between the date of this Agreement and September 1, 2022 will receive a bonus following 6 months of employment.

The parties hereto, intending to be legally bound hereby, have caused this Sidebar Agreement to be approved and executed on the dates indicated below:

\_\_\_\_\_  
For the Glassboro Board of Education

\_\_\_\_\_  
For the Glassboro Educational Support Professionals

Date: \_\_\_\_\_

Date: \_\_\_\_\_