

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

Whereas, the Boro of Glassboro Board of Education (“Board of Education”) and the Glassboro Education Association (“GEA”) have previously entered into a Collective Bargaining Agreement (“CBA”) for the 2018-2019 through 2019-2020 school years; and,

Whereas, Article X of the CBA governs reimbursement by the Board of Education to the GEA members for Professional Courses; and,

Whereas, the Board of Education operates an Alternative Evening High School (“AEHS”); and

Whereas, the provisions of N.J.S.A. 18A:1-1 et. seq. require that the AEHS students be supervised by a duly certified Principal; and,

Whereas, the individual members of the GEA who have applied for the position of AEHS Principal are not yet certified and have expressed an interest in obtaining their Certification through the New Jersey Leaders to Leaders Program (“Leaders to Leaders Program”); and,

Whereas, the members of the GEA will benefit from the utilization of the Leaders to Leaders Program in the future through the expansion of job opportunities available to members in the School District; and,

Whereas, the Board of Education desires to hire and reimburse for the cost of Leaders to Leaders Program, with some restrictions, the GEA members wishing to participate in the same in administrative positions; and,

Whereas, the Board of Education and the GEA have met through their respective representatives to discuss the reimbursement of the costs of the Leaders to Leaders Program by the Board of Education subject to repayment of the same in the event an employee voluntarily leaves the District and as a result of those discussions have agreed to the provisions of this Side-Bar Agreement;

IT is hereby AGREED as follows:

(1) Article X of the existing Collective Bargaining Agreement (“CBA”) shall be amended to add a sub-paragraph F as stated below.

(2) Article X. F. shall be added to the CBA as follows:

Certified Unit Members approved by the Superintendent of Schools for enrollment in the New Jersey Leaders to Leaders Program shall be reimbursed the costs of the same upon completion of the Program. Any Certified Unit Member who receives reimbursement under this provision shall be required to remain in the School District for a period of two (2) school years following the last date of reimbursement. In the event that a Certified Unit Member resigns from the School District prior to the completion of two (2) school years, they shall be required to reimburse the School District the costs for the Leaders to Leaders Program.

(3) The provisions of this Side-Bar Agreement shall not constitute past practice, nor bind the Board in the future except as specifically provided herein.

WE HEREBY AGREE TO BE BOUND BY THE
TERMS OF THIS SIDE BAR AGREEMENT

GLASSBORO EDUCATION ASSOCIATION

GLASSBORO BOARD OF EDUCATION