

SIDE BAR AGREEMENT

between

GLEN ROCK BOARD OF EDUCATION

and

GLEN ROCK EDUCATION ASSOCIATION

This AGREEMENT is made this 15 day of October, 2019 by and between the GLEN ROCK BOARD OF EDUCATION, which has offices located at 620 Harristown Road in the Borough of Glen Rock, County of Bergen and State of New Jersey (hereinafter referred to as the "Board"), and the GLEN ROCK EDUCATION ASSOCIATION, which has offices located at the Glen Rock Middle School/High School on 620 Harristown Road in the Borough of Glen Rock, County of Bergen and State of New Jersey (hereinafter referred to as the "Association").

WITNESSETH:

WHEREAS, the Board and Association are parties to a collective negotiations agreement governing the terms and conditions of employment for certain certificated employees, technical personnel, administrative assistants, teachers and health assistants, and maintenance and custodial employees for the period beginning July 1, 2018 and ending June 30, 2021 (hereinafter referred to as the "Agreement");

WHEREAS, the parties signed a memorandum of agreement which contained a provision that a committee would be formed by the parties to discuss elementary preparation time;

WHEREAS, the committee met and addressed the issue of elementary preparation time; and

WHEREAS, the parties are desirous of memorializing their agreement on elementary preparation time for the remainder of the 2019-2020 school year and the 2020-2021 school year.

NOW, WHEREFORE, based on the foregoing premises and the mutual promises and covenants contained herein, the parties agree as follows:

1. For the remainder of the 2019-2020 school year and the 2020-2021 school year only, elementary teachers shall be granted preparation time whenever a Spanish teacher is assigned to and teaches Spanish to students in their classroom. If the regular assigned Spanish teacher is absent, the elementary teacher shall remain in his/her classroom and provide instruction to his/her students.

2. All other provisions in the parties' Agreement that are not affected by the terms of this Side Bar Agreement shall remain in full force and effect.

3. This Side Bar Agreement does not constitute an acknowledgment by the parties that elementary teachers are entitled to a preparation period when a Spanish teacher provides

instruction to students in his/her classroom. The parties' decision to provide additional elementary preparation time shall not be used as a precedent or constitute a basis upon which a past practice is alleged to exist.

4. By signing this Side Bar Agreement, the parties agree that the Side Bar Agreement shall not be used by the Association or any person covered by the parties' Agreement as support for any future request for additional preparation time nor shall it be used in any litigation between the Board and the Association and/or any person covered by the parties' Agreement, except to enforce the terms of the Side Bar Agreement.

5. The provisions of this Side Bar Agreement expire on June 30, 2021 and will no longer be in force and effect, beginning the 2021-2022 school year. Nothing contained herein shall, however, prevent the parties from submitting proposals on elementary teachers' preparation time during negotiation of a successor collective negotiations agreement and reaching an agreement to revise the elementary teacher preparation time language in the existing Agreement.


6. The undersigned represents that they have the authority to execute this Agreement on behalf of the respective parties.

WITNESS:

GLEN ROCK BOARD OF EDUCATION



Michael Rinderknecht
Business Administrator/Board
Secretary

By: 

Sharon Scarpelli
Board President

Dated:

WITNESS:

GLEN ROCK EDUCATION
ASSOCIATION

By: 

Carlo Santaniello
President