

South River Board of Education
- and -
South River Education Association

Sidebar Agreement

The undersigned parties have agreed during the course of negotiations for a successor agreement to the 1999-2002 collective bargaining agreement that reference would be removed from the recognition clause of the Agreement;

#23. All other office personnel employed on a full-time basis, or part-time employees on a pro-rated contract except as noted below.

The Board and the Association further agree that should the South River Board of Education establish an office personnel position(s) for which the duties match the duties of bargaining unit members as enumerated in the recognition clause under the existing titles of Clerk/Typists, Secretaries or Bookkeepers, the Board shall recognize the South River Education Association as the collective bargaining representative for such position(s).

In witness whereof the parties have affixed their respective signatures on the date noted below.

FOR THE BOARD

Cynthia A. Uhlamuk
Karl F. Hecce
Greg P. Paluch
Sharon Gulubinski

21 Feb 02

date

FOR THE ASSOCIATION

Joel J. Novack
Cheryl A. Miller
Joseph V. Morlino
Mark F. Wajsbom
Doreen Cohen
Karen G. Pava
2/21/02

date

Sidebar Agreement

South River Board of Education
- and -
South River Education Association

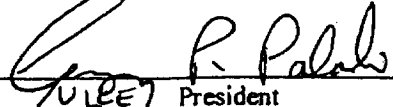
The undersigned parties hereby agree to the following:

Per Diem Calculations for Child Study Team Members

12 month CST members: annual salary divided by 260
10 month CST members: annual salary divided by 200

In witness whereof the parties have affixed their respective signatures:

FOR THE BOARD



President



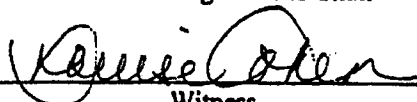
Witness

1-28-02
date

FOR THE ASSOCIATION



Negotiations Chair



Witness

1/28/02
date

Sidebar Agreement

South River Board of Education

~ and ~

South River Education Association


Re: 2005 - 2008 Agreement

The undersigned parties agree that the choice of carrier for health plans remains the Board's prerogative.

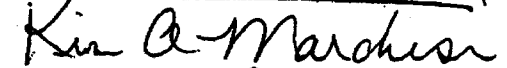
However, the parties agree that should the Board determine to change the medical carrier from CIGNA during the term of this agreement, the parties shall open discussions with respect to the office co-pay and the prescription co-pay.

In witness whereof the parties ~~do~~ have caused their signatures to be affixed this 16th day of June, 2005.

FOR THE BOARD


Cynthia A. Vromanik
Paul F. Hall
Sergio Hylender

FOR THE ASSOCIATION


Kim A. Marchese
Karen J. Berra
Cynthia J. Cofalillo
Tom [unclear]
Mark S. Wojcikowski
Jason [unclear]

SIDE BAR AGREEMENT

The South River Board of Education and the South River Education Association agree to the following:

High School Saturday Detention Monitor

Minimum of 8 Saturday sessions; minimum of 6 hours per session.
\$1,458.00 Stipend – 2011-2012 School Year

Middle School Saturday Detention Monitor

Minimum of 8 Saturday sessions; minimum of 5 hours per session.
\$1,215.00 Stipend – 2011-2012 School Year

Annual renewal of this sidebar will be determined every year. It may not be continued if the determination is made by the Administration and/or Board to cancel this activity.

FOR THE SREA:

Anthony Cofalillo
Patricia Tucci

FOR THE BOARD:

Regis Thylke

Date: 7/2/11

SIDE BAR AGREEMENT

The South River Board of Education and the South River Education Association agree to the following:

High School Saturday Detention Monitors

Teacher Monitor - \$1,458.00 Stipend - Annual

Administrator Monitor - \$182.25 Per Session

2012-2013 School Year

Annual renewal of this sidebar will be determined every year. It may not be continued if the determination is made by the Administration and/or Board to cancel this activity.

FOR THE SREA:

Arthur A. Cafarella
Henry Hanson
Ron A. Marchese

FOR THE BOARD:

Regis K. Klyde
Dornette J. Jones
Cynthia A. Vitale

Date: 5/22/13

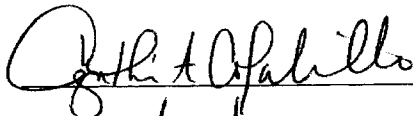
SIDEBAR AGREEMENT

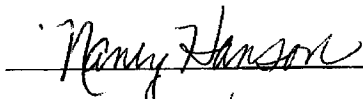
The **SOUTH RIVER BOARD OF EDUCATION** and the **SOUTH RIVER EDUCATION ASSOCIATION**, having entered into discussions concerning a modification to the parties' 2011-2014 Collective Bargaining Agreement, hereby agree as follows:

1. The annual stipend for each Elementary School Team Leader position:
Team Leader – Grade 3
Team Leader – Grade 4
Team Leader – Grade 5
shall be established at two thousand four hundred eight-four dollars (\$2,484.00).

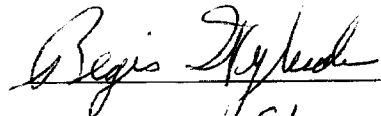
IN WITNESS WHEREOF, the undersigned authorized representatives of the parties place their signatures on this 28th day of February 2013.

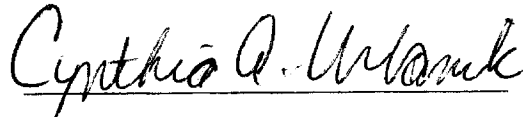
FOR THE SREA:


Date: 2/28/13


Date: 2/28/13

FOR THE BOARD:


Date: 2/28/13


Date: 28 FEB 2013

SIDEBAR AGREEMENT

The **SOUTH RIVER BOARD OF EDUCATION** and the **SOUTH RIVER EDUCATION ASSOCIATION**, having entered into discussions concerning a modification to the parties' 2008-2011 Collective Bargaining Agreement, hereby agree as follows:

1. The annual stipend for the Band Advisor shall be established at five thousand, five hundred dollars for the 2012-2013 school year, consistent with the terms of the June 25, 2012 document (attached), pending possible revision as part of the ongoing collective negotiations for a successor Collective Bargaining Agreement.

IN WITNESS WHEREOF, the undersigned authorized representatives of the parties place their signatures on this 28th day of June, 2012.

FOR THE SREA:

Guthi A. Cofalillo

Date: 6/25/12

Nancy Hansen

Date: 6/25/12

FOR THE BOARD:

Regis Speluck

Date: 6/29/12

Date: _____

Patrick McDowell
Music Director
South River High School
11 Montgomery St
South River, NJ 08882

June 25, 2012

To Whom It May Concern:

The following is a breakdown of anticipated student outcomes, as well as an hourly breakdown of rehearsals and "events," for the Band Advisor position in the 2012 – 2013 school year. There is a direct correlation between the success of the group, the quality of performance, and rehearsal time. The breakdown below includes sufficient rehearsal time to allow for a high quality product that all involved can enjoy.

Student Learning Based Activities:

- **Band Camp** – This will be held prior to the school year. It is a weeklong camp at which students will rehearse for at least 5 hours per day. This camp will occur at the high school and its respective athletic fields (to be coordinated with the athletic department). Band camp can be compared to the annual week(s) of athletic practices that occur prior to the start of every school year. During this week the bulk of the marching band field show will be rehearsed (Here is an example of a marching band field show, can be seen here http://www.youtube.com/watch?v=_EIIgk_2y3U .) Students that participate in marching band will be required to have an up to date sports physical. No fee is required to participate in this camp. **Failure to implement this aspect of this proposal will result in no half time performances for at least half of the football season, as well as diminished quality of performance and reduced participation*.*
- **Marching Band rehearsals** - 2 weekly rehearsals in which the ensemble will rehearse stand music and continue to prepare for their pregame/halftime performances. This is where the halftime show will be perfected, different visuals will be added, and music rehearsed. The rehearsal schedule will vary depending on the needs of the students. In past years I have had many students that participate in both sports such as soccer and cross country, and Marching Band. Rehearsals will be scheduled to achieve the maximum amount of participation and the highest caliber of performance. In addition to rehearsing for our halftime performance, we will rehearse various stand/pep tunes to play where appropriate during football games. **Failure to exercise the Band Camp aspect of this proposal, as well as this aspect of the proposal will result in no half time performances for at least half of the football season, as well as diminished quality of performance and reduced participation*.*
- **Football games** - The Marching Band will attend all home games and away games if funds become available. The marching band will perform pregame and halftime routines, as well as play in the stands throughout the game where appropriate. **Failure to exercise the Band Camp aspect of this proposal will result in no half time performances*

for at least half of the football season, as well as diminished quality of performance and reduced participation.*

- **Pep Rallies** – The Marching Band will perform at Pep Rallies and other related events that are deemed educationally relevant by the administration and the music director.
- **Homecoming Parade** - The Marching Band will convene at the high school in the morning of the homecoming parade for the homecoming breakfast, followed by a final rehearsal, and transportation of equipment and personnel before the parade performance. Once the parade has been concluded the marching band will stay for the homecoming game, and perform at halftime. An average day runs from 7:30 am to 4:30 pm **Failure to exercise the Band Camp aspect of this proposal will result in no half time performances for at least half of the football season, as well as diminished quality of performance and reduced participation*.*
- **Jazz Band** – The Jazz Band will meet every week on a scheduled night (scheduled using the District Professional Development and Parent Teacher Calendar) from 7 – 9 in the High School music room for a minimum of 14 weeks. The Jazz Band will perform at the "Pops" Concert in the middle/end of March. This ensemble will also perform at additional assemblies, senior citizen events, and other performance opportunities deemed educationally relevant and fits into the Music Department Calendar. The Jazz Band will also attend at least one festival/competition a year. This ensemble meets exclusively after school and is not part of the concert band curriculum. Nothing that is rehearsed at any Jazz Band rehearsal is taught, rehearsed or practiced during the regularly scheduled band class. It is entirely an extra-curricular ensemble.
- **Parades** – The Marching Band will reconvene for two parades towards the end of the school year. The St. Patrick's Day Parade in South Amboy, as well as the South River Memorial Day Parade.
- **Parade preparation** – In order to represent our school with pride and respect, there must be an adequate amount of rehearsal time. Each parade requires a minimum of 4 rehearsals to prepare music, cadences, and to practice marching.
- **Competitions** – Competitions will be attended when deemed appropriate by the administration and music director.
- **Chamber Ensembles** – Chamber Ensembles are small ensembles that are organized to perform at different events that occur during the school year (i.e. Art Show, German Party, senior events, Christmas tree lighting, etc.). These ensembles and their requisite rehearsal times will be organized on an as needed basis. Participation in these events is determined by educational relevance as well as availability in the Music Department Calendar. All ensembles formed are strictly extra-curricular activities. None of the

material rehearsed will be taught or rehearsed during the regularly scheduled concert band class.

The information above is based on experience gained throughout my career as a music educator, as well as my direct experience in the South River School District. Through conversations with community members, board members, teachers, and parents, I have come to the conclusion that this is not only what is expected from the Music Department by the community, it is what is required to nurture and develop the students of South River.

I would like to mention that the above hours do not include teacher preparation activities, such as arranging marching band music, writing the marching band field show, organization of rehearsals, arranging transportation where needed, and fundraising to support and finance attendance at various activities such as, competitions, senior citizen events etc. These are strictly a list of student learning hours and anticipated student based outcomes. Although all of these activities require a significant amount of teacher preparation, I felt it more important to stress student based learning activities and events.

I strongly believe that all of these activities are vital to student success. As stated in my previous letters, music is a gateway to success not only in the classroom but in life. Music is an important avenue to individual success. Data has revealed that every year a student participates in music their SAT scores improve. Music not only improves test scores but results in higher self-esteem and involvement in school. It can be stated that music directly impacts student learning and success. I strongly support the reinstatement of the Band Advisor position and hope you take the above notes into consideration. Thank you for your time.

Patrick McDowell

Music Director

South River High School