

Tentative Agreement - 8/27/20

The parties, Union Township Board of Education and the Union Township Education Association, agree to the following:

- 1.) 1 year agreement commencing on September 1st 2020 and expiring on August 31st 2021.
- 2.) 2.5% increase in salary inclusive of increment guides to be mutually agreed upon by parties.
- 3.) Full-time release for the Union Township Education Association President for the term of this agreement from September 1, 2020 through August 31, 2021. The full-time release sunsets on August 31, 2021. For the duration of the full-time release, the New Jersey Education Association will pay 50% of the salary of the Union Township Education Association President.
- 4.) The sidebar agreement entered into between the parties on or about August 2019 relating to paraprofessionals, shall remain in effect through the duration of this agreement and until a successor agreement is signed.

Kim D.R. 8/27/20

Paul Dwyer 8-27-20
Lester 8-27-20

SIDEBAR AGREEMENT
BETWEEN
UNION TOWNSHIP BOARD OF EDUCATION
AND
UNION TOWNSHIP EDUCATION ASSOCIATION

WHEREAS, The Union Township Board of Education ("Board") and Union Township Education Association ("Association") have previously entered into a Collective Bargaining Agreement covering the period of September 1, 2017 through August 31, 2020 ("CBA").

WHEREAS, the Board and the Association hereby entered into this Sidebar Agreement on August 20, 2019, and agreed as follows:

- 1) In reference to Article 20.06 of the CBA, for the 2019-2020 school year, para-professionals in years 1, 2, and 3 (ie: paraprofessionals with less than four (4) years of experience) shall be required to work 29.75 hours, or more, to receive health benefits. *as of 8/20/19*
- 2) Said employees will be entitled to the full provisions of the CBA beyond the amended provision above.
- 3) No other provisions of the CBA will be impacted by this Sidebar Agreement.
- 4) This Sidebar Agreement ^{shall remain in effect until a successor Agreement is ratified.} will expire on August 31, 2020.

THEREFORE, IN WITNESS WHEREOF, the parties, intending to be legally bound, have caused this Sidebar Agreement to be approved and executed.

Union Township Board of Education

Union Township Education Association

Sign: *Nancy Mennici*

Sign: *Anthony Joseph Abene*

Date: 8/20/19

Date: 8/20/19

↓ No ~~can~~ paraprofessional who reaches his/her "4 year" anniversary during the duration of this side-bar agreement shall be entitled to health benefits.