



**TOWNSHIP OF OCEAN
BOARD OF EDUCATION**

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Geoffrey J. Hastings
School Business Administrator /
Board Secretary

**NEGOTIATIONS COMMITTEE
MOTION(S) SUBMITTED
AT THE BOARD OF EDUCATION MEETING
APRIL 29, 2025**

EXTRACT from the minutes of a meeting of the Board of Education of the Township of Ocean in the County of Monmouth, New Jersey held on April 29, 2025 at 8:00 p.m.

ROLL CALL OF ATTENDANCE

Present: Mr. Scott Brady, Mr. Gerard Dalton, Mrs. Caitlin Dam, Mrs. Irene Gilman, Mr. John McCarthy, Mrs. Amy McGovern, Mr. Brian Schneider, Ms. Jamie Stevens and Mrs. GraceAnne Talarico.

NEGOTIATIONS:

Mrs. McGovern made a motion, seconded by Ms. Stevens, to approve the following:

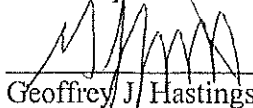
9.1 Sidebar Agreement With Township of Ocean Education Association (TOEA)

Resolved that the Board approve the following Sidebar Agreement with the Township of Ocean Education Association (TOEA), as attached.

Motion(s) carried: 8-0-1. Mrs. Gilman abstained

CERTIFICATION

I, Geoffrey Hastings, Board Secretary and School Business Administrator of the Township of Ocean Board of Education, hereby certify the forgoing is a true copy of a motion adopted by the Township of Ocean Board of Education at a meeting held on April 29, 2025.



Geoffrey J. Hastings

School Business Administrator / Board Secretary

Home of the Spartans!
#SpartanLegacy



E. SICK/PERSONAL LEAVE BANK PLAN (Non-work Related)

Pursuant to N.J.S.A. 18A:30-10, the Board of Education and the Association have the authority to establish a sick leave bank plan for employees of the Board who have exhausted or will exhaust accumulated sick leave as a result of a prolonged absence from work due to illness or injury and would be in a non-pay status. In furtherance of its authority, the Parties establish the following guidelines for the Sick/Personal Leave Bank Plan ("Bank"):

1. Only an employee who has exhausted or will exhaust his/her accumulated sick leave and personal leave as a result of a prolonged absence caused by a catastrophic illness or injury will be given consideration for use of the Bank. As part of its review, the Committee will take into account a number of factors, including but not limited to, the staff member's attendance over the course of employment. All determinations made by the Committee regarding eligibility to use the Bank and/or the amount of days an employee is permitted to withdraw from the Bank shall not be subject to the grievance procedure.
2. A bank of days which can be used for extending leave with pay will be established to which employees may donate sick and /or personal days to be used in the event that use of the Bank is authorized by the Committee. Use of banked days must be for the employee's own personal illness.
3. An employee may contribute up to three (3) sick or personal days to the bank of days each time a request for days is made. However, in a given case, the Committee may authorize and request that additional sick and/or personal days be donated.
4. The donation of sick and /or personal days by employees shall be made on a form developed by the Committee and distributed to employees each time the Board has granted use of Sick/Personal Leave Bank days to an employee.

All employee contributions shall be voluntary. Sick days from the annual allotment of ten (10) days may not be donated. Written notice must be given from the employee desiring to donate a minimum of one (1) day from accumulated sick and/or personal days during the above periods of time for a donation to be made. The contributed sick and/or personal days will be deducted from the employee's accumulated sick or personal leave totals, and shall not be refunded if unused by the end of the school year, instead remaining in the Bank until used.

5. An employee who is seeking additional paid leave from the Bank shall submit a written request therefore to the Superintendent of Schools, who will provide it to the Committee for decision pursuant to N.J.S.A. 18A:30-11. The request shall outline the nature of the medical problem, provide medical verification signed by a licensed physician and shall set forth the length of the leave requested. The Committee may require additional medical information and may require a medical evaluation by a physician of its own choice; such evaluation will be at the expense of the Board.

6. Each request for the use of banked days shall be limited to a maximum of sixty (60) work days. Nothing shall prohibit an employee from making requests for additional days, if necessary.

7. The Committee will act on the request no later than the second regularly scheduled Board meeting following the receipt of the request.

8. The Committee shall receive a regular update on the status of the banked days, not less than every two months (excluding summer break).



Township of Ocean Board of Education

5-13-25

Date



Township of Ocean Education Association

5-12-25

Date