SIDEBAR AGREEMENT

WHEREAS, this Sidebar Agreement ("Agreement") is entered into by and between the Readington Township Board of Education ("Board") and the Readington Township Administrators' Association ("Association") (collectively, the "Parties"). This Agreement is intended to supplement the parties' existing Collective Bargaining Agreement ("CBA") effective July 1, 2024 through June 30, 2027.

1. Purpose

The purpose of this Agreement is to be able to receive early notice of separation in order to assist the Board with staffing, budgeting, and operational planning for the 2026–2027 school year. It is not an early retirement incentive but rather an early notice of separation.

2. Eligibility

To be eligible for the payment described herein, an employee must:

a. Be a member of the bargaining unit represented by the Association;

b. Have a minimum of ten (10) years of credited service in the School District as of June 30, 2026; and

c. Submit a written and irrevocable notice of separation in accordance with the terms of this Agreement.

3. Separation Notice and Date

Eligible employees must submit written notice of separation to the Board Office no later than noon on March 20, 2026. The effective date of separation must be no later than June 30, 2026 for 10 month employees and December 31, 2026 for 12 month employees.

4. Early Notice Payment

a. Eligible employees who timely submit notice of separation as set forth above shall receive a one-time early notice payment of $8,000.

b. The notice payment is in addition to the payment of unused sick days provided in the CBA in Article IX, Section A.

c. The notice payment shall be made within 30 days after the effective date of separation.

d. The notice payment shall be paid in accordance with Board payroll practices and shall be subject to all applicable federal, state, and local taxes, pension regulations, and withholdings.

e. The notice payment shall not be considered compensation for purposes of pension calculation or any other benefit unless required by law.

f. The Board shall indemnify the Eligible employees from and against claims and penalties arising out of or relating to the employees' good faith participation of the early notice Agreement, including any withholdings or any other actions taken by the State and any of its agencies.

5. Irrevocability

Once an employee submits notice of separation pursuant to this Agreement and such notice is accepted by the Board, the notice shall be irrevocable except as required by law or with the mutual written consent of the Parties.

6. No Precedent

This Agreement is non-precedential and shall not be cited or relied upon in any future negotiations, grievances, arbitrations, or proceedings, except to enforce its specific terms.

7. Inclusion in the CBA

This Agreement shall be added to the CBA and the parties agree this Agreement sunsets on December 31, 2026.

8. Term of Agreement

This Agreement shall be effective upon execution by the Parties and shall expire on December 31, 2026.

9. Entire Agreement

This Sidebar Agreement represents the full and complete agreement of the Parties with respect to the subject matter herein and shall not be deemed to modify any other provision of the CBA except as expressly stated.

IN WITNESS WHEREOF, the Parties have executed this Sidebar Agreement on the dates set forth below.

READINGTON TOWNSHIP BOARD OF EDUCATION

By: ______________________________

Title: ____________________________

Date:

READINGTON TOWNSHIP ADMINISTRATORS' ASSOCIATION

By: ______________________________

Title: ____________________________

Date:

SIDEBAR AGREEMENT

WHEREAS, this Sidebar Agreement ("Agreement") is entered into by and between the Readington Township Board of Education ("Board") and the Readington Township Education Association ("Association") (collectively, the "Parties"). This Agreement is intended to supplement the parties' existing Collective Bargaining Agreement ("CBA") effective July 1, 2023 through June 30, 2028.

1. Purpose

The purpose of this Agreement is to be able to receive early notice of separation in order to assist the Board with staffing, budgeting, and operational planning for the 2026–2027 school year. It is not an early retirement incentive but rather an early notice of separation.

2. Eligibility

To be eligible for the payment described herein, an employee must:

a. Be a member of the bargaining unit represented by the Association;

b. Have a minimum of ten (10) years of credited service in the School District as of June 30, 2026; and

c. Submit a written and irrevocable notice of separation in accordance with the terms of this Agreement.

3. Separation Notice and Date

Eligible employees must submit written notice of separation to the Board Office no later than noon on March 20, 2026. The effective date of separation must be no later than June 30, 2026 for 10 month employees and December 31, 2026 for 12 month employees.

4. Early Notice Payment

a. Eligible employees who timely submit notice of separation as set forth above shall receive a one-time early notice payment, as follows:

- Certificated staff member: $4,000
- Secretary/Administrative assistant: $3,000
- Paraprofessional: $2,000
- Clerical aide: $2,000

- Custodial staff: $2,000

b. The notice payment is in addition to the payment of unused sick days (if applicable) provided in the CBA in Article VIII, Section D.

c. The notice payment shall be made within 30 days after the effective date of separation.

d. The notice payment shall be paid in accordance with Board payroll practices and shall be subject to all applicable federal, state, and local taxes, pension regulations, and withholdings.

e. The notice payment shall not be considered compensation for purposes of pension calculation or any other benefit unless required by law.

f. The Board shall indemnify the Eligible employees from and against claims and penalties arising out of or relating to the employees' good faith participation of the early notice Agreement, including any withholdings or any other actions taken by the State and any of its agencies.

5. Irrevocability

Once an employee submits notice of separation pursuant to this Agreement and such notice is accepted by the Board, the notice shall be irrevocable except as required by law or with the mutual written consent of the Parties.

6. No Precedent

This Agreement is non-precedential and shall not be cited or relied upon in any future negotiations, grievances, arbitrations, or proceedings, except to enforce its specific terms.

7. Inclusion in the CBA

This Agreement shall be added to the CBA and the parties agree this Agreement sunsets on December 31, 2026.

8. Term of Agreement

This Agreement shall be effective upon execution by the Parties and shall expire on December 31, 2026.

9. Entire Agreement

This Sidebar Agreement represents the full and complete agreement of the Parties with respect to the subject matter herein and shall not be deemed to modify any other provision of the CBA except as expressly stated.

IN WITNESS WHEREOF, the Parties have executed this Sidebar Agreement on the dates set forth below.

READINGTON TOWNSHIP BOARD OF EDUCATION

By: ______________________________

Title: ____________________________

Date:

READINGTON TOWNSHIP EDUCATION ASSOCIATION

By: ______________________________

Title: ____________________________

Date:

SIDEBAR AGREEMENT

WHEREAS, this Sidebar Agreement ("Agreement") is entered into by and between the Readington Township Board of Education ("Board") and unaligned staff employed by the Board (collectively, the "Parties"). This Agreement is intended to supplement the parties' existing individual employment contracts effective July 1, 2025 through June 30, 2026.

1. Purpose

The purpose of this Agreement is to be able to receive early notice of separation in order to assist the Board with staffing, budgeting, and operational planning for the 2026–2027 school year. It is not an early retirement incentive but rather an early notice of separation.

2. Eligibility

To be eligible for the payment described herein, an employee must:

a. Have a minimum of ten (10) years of credited service in the School District as of June 30, 2026; and

b. Submit a written and irrevocable notice of separation in accordance with the terms of this Agreement.

3. Separation Notice and Date

Eligible employees must submit written notice of separation to the Board Office no later than noon on March 20, 2026. The effective date of separation must be no later than June 30, 2026 for 10 month employees and December 31, 2026 for 12 month employees.

4. Early Notice Payment

a. Eligible employees who timely submit notice of separation as set forth above shall receive a one-time early notice payment, as follows:

- Unaligned Administrator: $8,000
- Unaligned Certificated staff member (including behaviorists, behavioral health counselor, nurse) : $4,000
- Unaligned Secretary/Administrative assistant: $3,000
- Unaligned Maintenance staff member: $2,000
- Unaligned Technology staff member: $2,000
- Unaligned Bus driver: $2,000

b. The notice payment is in addition to the payment of unused sick days (if applicable) provided in the employment contract.

c. The notice payment shall be made within 30 days after the effective date of separation.

d. The notice payment shall be paid in accordance with Board payroll practices and shall be subject to all applicable federal, state, and local taxes, pension regulations, and withholdings.

e. The notice payment shall not be considered compensation for purposes of pension calculation or any other benefit unless required by law.

f. The Board shall indemnify the Eligible employees from and against claims and penalties arising out of or relating to the employees' good faith participation of the early notice Agreement, including any withholdings or any other actions taken by the State and any of its agencies.

5. Irrevocability

Once an employee submits notice of separation pursuant to this Agreement and such notice is accepted by the Board, the notice shall be irrevocable except as required by law or with the mutual written consent of the Parties.

6. No Precedent

This Agreement is non-precedential and shall not be cited or relied upon in any future negotiations, grievances, arbitrations, or proceedings, except to enforce its specific terms.

7. Term of Agreement

This Agreement shall be effective upon execution by the Parties and shall expire on December 31, 2026.

8. Entire Agreement

This Sidebar Agreement represents the full and complete agreement of the Parties with respect to the subject matter herein and shall not be deemed to modify any other provision of the employment contract except as expressly stated.

IN WITNESS WHEREOF, the Parties have executed this Sidebar Agreement on the dates set forth below.

READINGTON TOWNSHIP BOARD OF EDUCATION

By: ____________________________

Title:___________________________

Date:

EMPLOYEE

By:_________

Title:______

Date: