

SCHOOL DISTRICT OF SOUTH ORANGE AND MAPLEWOOD, NEW JERSEY
PUBLIC BOARD MEETING
MARCH 26, 2026

RESOLUTION 4942

FOR ACTION

**SUBJECT: SOUTH ORANGE–MAPLEWOOD BOARD OF EDUCATION
RESOLUTION ACCEPTANCE OF SIDEBAR AGREEMENT
WITH THE SOUTH ORANGE–MAPLEWOOD EDUCATION
ASSOCIATION**

WHEREAS, the South Orange–Maplewood Board of Education (the “Board”) and the South Orange–Maplewood Education Association (SOMEA) are parties to a Collective Bargaining Agreement governing terms and conditions of employment; and

WHEREAS, the Board and SOMEA have reached a mutually agreed upon Sidebar Agreement dated March 4, 2026 regarding compensation and scheduling accommodations for Mr. Novemsky in relation to additional workload and instructional time during the 2025–2026 academic year; and

WHEREAS, the Sidebar Agreement provides that for the first half of the academic year (September through January), during which Mr. Novemsky had two days per week without a lunch period, he shall be compensated at a rate equivalent to 0.4 of his contractual salary; and

WHEREAS, for the second half of the academic year (February through June), the additional instructional time shall be treated as a sixth class period pursuant to the Collective Bargaining Agreement; and

WHEREAS, the agreement further outlines reasonable accommodations when feasible, including the provision of a teacher assistant during periods where Mr. Novemsky has neither a lunch period nor a preparation period proximate thereto; and

WHEREAS, the parties agree that the Sidebar Agreement represents a one-time settlement of this matter and shall not constitute precedent or past practice for future assignments;

NOW, THEREFORE, BE IT RESOLVED that the South Orange–Maplewood Board of Education hereby approves and accepts the Sidebar Agreement between the Board and the South Orange–Maplewood Education Association dated March 4, 2026; and

BE IT FURTHER RESOLVED that the Superintendent of Schools and the Board Secretary are authorized to execute and implement the terms of this agreement on behalf of the Board.