

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

RESOLUTION 4945

FOR ACTION

**SUBJECT: SOUTH ORANGE MAPLEWOOD BOARD OF EDUCATION
RESOLUTION APPROVING SIDEBAR AGREEMENT
FRESHMAN ACADEMY PROGRAM**

WHEREAS, the South Orange Maplewood Board of Education (the "Board") and the South Orange Maplewood Education Association (the "Association") are parties to a Collective Negotiations Agreement (the "CNA"); and

WHEREAS, the Board and the Association have engaged in discussions regarding the implementation of a Freshman Academy model at Columbia High School; and

WHEREAS, the parties have mutually agreed to the terms and conditions set forth in a Sidebar Agreement dated March 24, 2026, which outlines expectations related to staffing, scheduling, professional responsibilities, and program implementation; and

WHEREAS, the Sidebar Agreement reflects a shared commitment to supporting student achievement, fostering collaboration among staff, and ensuring a successful transition into ninth grade through the Freshman Academy model; and

WHEREAS, the Sidebar Agreement has been reviewed and ratified by the Association and is subject to approval by the Board of Education;

NOW, THEREFORE, BE IT RESOLVED, that the South Orange Maplewood Board of Education hereby approves the Sidebar Agreement between the Board and the South Orange Maplewood Education Association regarding the Freshman Academy program at Columbia High School; and

BE IT FURTHER RESOLVED, that the Board authorizes the Superintendent to implement the terms of the agreement and to take any necessary actions to ensure compliance with its provisions; and

BE IT FURTHER RESOLVED, that this Sidebar Agreement shall be incorporated as part of the parties' Collective Negotiations Agreement and shall remain in effect through June 30, 2027, unless otherwise modified by mutual agreement of the parties; and

BE IT FURTHER RESOLVED, that this agreement shall be governed by and construed in accordance with the laws of the State of New Jersey.