

**SCHOOL DISTRICT OF SOUTH ORANGE AND MAPLEWOOD, NEW JERSEY  
PUBLIC BOARD MEETING  
SEPTEMBER 25, 2025**

**RESOLUTION                      4860**

**FOR ACTION**

**SUBJECT:                      RESOLUTION APPROVING MODIFICATION TO THE COLLECTIVE  
NEGOTIATED AGREEMENT WITH THE SOUTH  
ORANGE-MAPLEWOOD EDUCATION ASSOCIATION (SOMEA)**

WHEREAS, the South Orange-Maplewood Board of Education ("the Board") and the South Orange-Maplewood Education Association ("SOMEA"), located at 525 Academy Street, Maplewood, New Jersey 07040, are collectively referred to as "the Parties"; and

WHEREAS, the Parties have ratified and approved a Memorandum of Agreement setting forth the terms of a Successor Agreement to the Collective Negotiated Agreement covering the period July 1, 2024 through June 30, 2027; and

WHEREAS, pursuant to Article III(C) of the Collective Negotiated Agreement, the Agreement may only be modified in whole or in part by an instrument in writing duly executed by both Parties; and

WHEREAS, the Parties have mutually agreed to modify the Extra Duty Pay Schedule to include stipends for the following positions:

- Esports Coach: \$3,710 per session (three sessions per academic year, total potential stipend of \$11,130 if one individual serves all three sessions).
- Flag Football Head Coach: \$7,780 at Step 1; \$7,808 at Step 2; \$7,891 at Step 3.
- Flag Football Assistant Coach: \$5,490 at Step 1; \$5,531 at Step 2; \$5,614 at Step 3.

WHEREAS, the Parties have further agreed to the following compensation provisions:

Compensatory Education to be compensated at \$100 per hour through August 30, 2025, with future rates subject to negotiation for any services provided beyond that date, with the understanding that this is a one-time only provision and does not

constitute a past practice or precedent. \$100 shall not be the baseline for future negotiations and shall not be evidential in any future proceedings other than if necessary for the specific enforcement of compensation through August 30, 2025.

Teachers working as after-school monitors for Cougar Academy shall be compensated at the rate of \$50 per hour.

Two designated SOMEA members responsible for creating the CHS master schedule for the 2025–2026 school year shall each receive \$2,000 for this one-time assignment, with the understanding that this provision does not constitute a past practice or precedent.

NOW, THEREFORE, BE IT RESOLVED that the South Orange–Maplewood Board of Education hereby approves the modifications to the Collective Negotiated Agreement with SOMEA as set forth above; and

BE IT FURTHER RESOLVED that the Board authorizes and directs the Superintendent, Business Administrator, and Board Counsel to take all necessary steps to incorporate these modifications into the Collective Bargaining Agreement.