

HAMILTON TOWNSHIP CROSSING GUARD ASSOCIATION

AND

TOWNSHIP OF HAMILTON

CONTRACT TERM BEGINNING JULY 1, 2024 THROUGH JUNE 30, 2028

Contract Agreement

July 1, 2024

This Contract Agreement is by and between the Crossing Guard Association (Guards), and the Employer, Township of Hamilton ("Township" or "Employer").

No tentative Agreement in this contract is binding until ratified and/or approved by the Guard's bargaining unit and Employer.

BASIC PAY

- All guards will receive the same basic pay regardless of years of service
 - July 1, 2024 \$20.18 per hour
 - July 1, 2025 \$20.68 per hour
 - July 1, 2026 \$21.19 per hour
 - July 1, 2027 \$21.83 per hour

UNIFORM ALLOWANCE

- \$350 PER YEAR, ALL YEARS, TO BE PAID BY August 1.

INCLEMENT WEATHER DAYS

- Three (3) days to be used when schools are closed for all inclement weather including snow, rain, sleet, hail, flooding or any decision by the State of New Jersey or Superintendent of Schools.

SICK DAYS

- Seven (7) days

PERSONAL DAYS

- Two (2) days which shall be utilized between the first and last school day of the year. If any or all of the Personal days go unused through the school year, the Township shall compensate an employee for any unused personal days.

EMERGENCY DAYS

- One (1) day. This Emergency day is for any or all schools that close in an emergency decide by the Hamilton Township Board of Education (plumbing, electrical, sanitary issues, etc.)

HOLIDAYS

- Thanksgiving, the day after Thanksgiving, Christmas, New Year's Day, Presidents Day, Good Friday, Martin Luther King, Jr. Day, Memorial Day. Substitute guards who replace a permanent guard for a period of thirty days shall be entitled to sick and personal day pay on a prorated basis and holiday pay for those holidays that fall within their substitute tour as long as they work the day before and after the holiday. If a Township Resolution is passed during the term of this agreement, approving Juneteenth as an official holiday, the time off will be allotted to their holiday schedule.

BEREAVEMENT

- Five (5) days for immediate family members, (limited to include spouse, parents, children, siblings, and person partner or significant individual who resides permanently in the same residence).

INCENTIVE DAYS

- If a guard works one month straight with no time off, he or she will be given an extra day's pay for that month. If a guard takes a personal or sick day, the incentive pay is voided for the month.

JURY DUTY

- Should a guard be called to serve as a juror, such guard shall be paid for each day served.

COURT TIME

- Should a guard be required to appear in court for a job related incident while on duty, such guard shall receive his or her hourly rate plus the travel rate for the total hours of court time. The time shall be submitted to the Traffic Department Supervisor.

TRAINING COACH

- Guards who train new hires will be paid an extra day of pay or an additional day off with pay at the conclusion of the training.

NEW HIRES

- All new guards shall receive
 - One (1) breast badge

- Two (2) traffic guard patches, one for the shirt and the other for a jacket (any additional patches shall be purchased by the guard at the traffic office at a price determined by the Supervisor
- One (1) stop sign
- One (1) reflective vest
- One (1) note pad
- One (1) hat

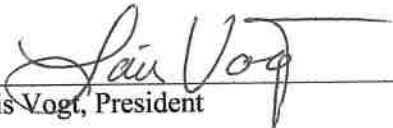
All items will be provided by the Hamilton Township Police Division

ANNUAL PHYSICALS

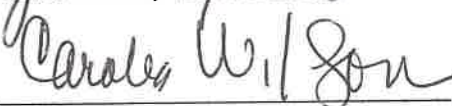
- The Township may authorize annual physicals, to be completed by a Township-designated health professional (Township physician or physician's office, or other designated medical facility) and the Township will be responsible for the cost of said physical.

SIGNATORY:

CROSSING GUARD ASSOCIATION


Lois Vogt, President


James Holzer, Vice President


Carole Wilson, Treasurer

TOWNSHIP OF HAMILTON


Kathryn Monzo, Business Administrator
