

MEMORANDUM OF AGREEMENT
BETWEEN
MARLBORO TOWNSHIP BOARD OF EDUCATION
AND
MARLBORO TOWNSHIP HEAD CUSTODIANS

Article IV, D. 6- Add language – Include “include inclement weather such as snow”.

Article IV, C. 2- Revise Language – “Any work performed by an employee on a Sunday for building only, shall be paid for at one and one-half (1 ½) times the employee’s regular rate of pay. In the event building use work falls on a Sunday that is a registered holiday in accordance with the school calendar, the employee shall be paid two (2) times regular rate”.

Article V, Remove Language- Remove Section C.

Article VI, A. 2- Add language- two (2) days of the fourteen (14) sick leave days can be utilized as a family illness day each school year.

Article VI, C. 4- Remove Language- Remove Monday and Friday restriction on Personal Days.

Article VI, Personal Leave: 2b- Add Language- For Grandparent in-law, sister in-law, or brother in-law two (2) days per incident.

Article VI, D- Change maximum Retirement payment to from \$10,500 to \$11,500.

Article VI, Establish Section E- Establish a Sick Leave Bank with the MTHC

Article VII, H- Revise Language- Vacation time may be carried forward from one to the next in the amount of four (4) vacation days. These days must be taken by the subsequent year for which they are carried forward.

Article VIII H.- Add new 40 year longevity step for \$3,300.00

Article VIII, C,E,F,I Add language:

Section C: Health Care

Add Language: Effective with this contract all employees hired after July 1st, 2020 shall be eligible for only NJ Educators Health Plan (NJEHP) coverage. The contract shall be with the New Jersey

School Employees Health Benefit Plan (SEHBP) and will follow all rules and regulations as set forth in the plan. Eligible SEHBP plans available include only the NJ Educators Health Plan (NJEHP).

Section E: Prescription Medicine

Add Language: Effective with this contract all employees hired after July 1st, 2020 shall be eligible for prescription coverage under only NJ Educators Health Plan (NJEHP) coverage. The contract shall be with the New Jersey School Employees Health Benefit Plan (SEHBP) and will follow all rules and regulations as set forth in the plan. Eligible SEHBP plans available include only the NJ Educators Health Plan (NJEHP).

Section F: Employee Contribution

All employees are required to make mandatory contributions in accordance with P.L. 2020, c. 44 contribution based on a percentage of the total amount of employees salary for health and prescription coverage. The contribution rate shall be based on contribution percentage of their base salary in accordance with P.L. 2020, c. 44.–All deductions shall be made in equal monthly installments through payroll deduction. The Board of Education shall maintain an IRS 125 Plan.

Add Language: Section I: Vision Care:

Employee-paid vision coverage shall be offered at a plan to be determined, effective February 1, 2021 or as soon thereafter as is possible. Once established, plan documents will be available in the Business Office.

The Board shall not be responsible for any costs associated with said vision coverage. In the event that the Board is or becomes subject to any costs related to same, including, but not limited to, costs for coverage or for administrative fees to provide a vision program, the vision coverage will cease and the parties agree to meet and discuss plan options for employee-provided coverage only. Vision coverage will be at the employees discretion.

Article IX- Add new Language –CEFM license: In the event the district utilizes a Head Custodian for the use of the CEFM license, a one time stipend of \$1,500 will be paid to that individual performing such duties.

Article X- Language Change- Language will be reorganized to reflect a starter set of uniforms for new employees.

Article X -Add Language #5 – No employee will be entitled to uniform allowance six (6) months prior to retirement/resignation date from the Marlboro Board of Education.

Article X- MTHC and MBOE have mutually agreed to adopt new uniform list that was previously adopted by MIEA.

Article X #4- The District will provide each employee in the bargaining unit, with a monthly contribution in the amount of \$30 to cover the use of their personal cell phone for district purposes.

Salary:

Percentage increase: 2021/2022 - 2.75%; 2022/2023 – 2.75%; 2023/2024 – 2.75%

Night Custodial Supervisor Salary- Increase salary guide for 2021-2022 by \$1,000.00

Except as listed herein, the predecessor collective negotiations agreement between the parties shall remain unchanged. This memorandum is subject to ratification by the full membership of the Board of Education and the Association. Both parties agree to recommend ratification of this memorandum to their respective membership.

Agreed to:

Marlboro Township BOE

Marlboro Township Head Custodians.

Dated: July 20, 2021