

MEMORANDUM OF AGREEMENT
BETWEEN
MARLBORO TOWNSHIP BOARD OF EDUCATION
AND
MARLBORO IN-SERVICE EMPLOYEES ASSOCIATION

Article III, A. 2- Add language – Include “maintenance personnel” first before mechanics, and assistant mechanics” for the purposes of determining bumping rights.

Article V, H. Add Language- It is recognized that the mechanics will continue working on a staggered start time when school is in session. Any time school is not in session mechanics will work 6:30am-3:00pm.

Article VII, A. 2- Add language- two (2) days of the twelve (12) sick leave days can be utilized as a family illness day each school year.

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

Article VII, Personal Leave: 4- Remove Language- Remove Monday and Friday restrictions on Personal Days.

Article VIII, H- Revise Language- Vacation time may be carried forward from one to the next in the amount of three (3) vacation days. These days must be taken by the subsequent year for which they are carried forward.

Article IX, D,F,G,K Add language:

Section D: 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 F: 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 G: 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 K: 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 X. A.- Language change- All employees hired after July 1st, 2021 will be required to successfully secure a Black Seal license no later than 12 months from the date of hire and shall be reimbursed by the Board of Education for the actual registration and test fee costs, provided that written documentation, as determined by the business administrator, is furnished”.

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

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

Article XI- MIEA and MBOE have mutually agreed to develop a new uniform list for existing employees

Article XI- Add Language E- The District will provide each employee in the bargaining unit, with a monthly contribution in the amount of \$20 to cover the use of their personal cell phone for district purposes. The Supervisor of Buildings & Grounds Supervisor must have the employee's most current cell phone number at all times. Failure to provide such will result in forfeiture of monthly reimbursement until compliant.

Salary:

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

N.J. State Licensed Trade Professional Guide- Add Side Bar Agreement from 9/22/21
Raising electrician salaries by \$5,000.00

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 In-Service Employees Assoc.

	
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Dated: May 25, 2021

