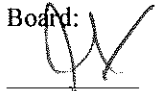


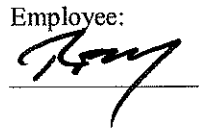
AGREEMENT
BETWEEN
THE MANCHESTER TOWNSHIP BOARD OF EDUCATION
AND
District Safety and Residency Officer

COVERING THE PERIOD
SEPTEMBER 1, 2025
THROUGH
JUNE 30, 2028

Board:



Employee:



ARTICLE I

RECOGNITION

Negotiations shall be between the employee (School Safety Personnel) and the Superintendent of Schools.

Parties shall agree on a mutually convenient date to commence negotiations, upon the request by either side, within fifteen (15) days of such request.

When agreement is reached, it shall be reduced to writing and submitted for Board ratification.

Except as this agreement shall hereinafter otherwise provide, all terms and conditions of employment applicable on the effective date of this agreement to the employee covered by this agreement as established by the rules, regulations and/or policies of the Board in force on said date, shall continue to be so applicable during the term of this agreement.

ARTICLE II

GRIEVANCE PROCEDURES

The grievance shall be a complaint arising out of interpretation and application or violation of policies, agreements or administrative decisions affecting the terms and conditions of employment of the employee covered by this agreement.

1. The grievant shall submit his grievance in writing on the Grievance Form to their immediate supervisor within fifteen (15) school days of the incident unless extenuating circumstances prohibit meeting this time stipulation.
2. The immediate supervisor will answer or settle the matter within five (5) school days of receipt of the grievance.
3. If the grievant is not satisfied after Step 1, the grievant may appeal to the Superintendent of Schools in writing within ten (10) school days after receipt of the immediate supervisor's answer.
4. The Superintendent of Schools will answer the grievant within ten (10) days after receipt of the grievance.

Board:



Employee:



5. If the grievant is still not satisfied after Step 2, the grievant may appeal to the Board of Education in writing within (10) school days after receipt of the Superintendent's answer.
6. The Board of Education will schedule a meeting with the grievant within thirty (30) school days after receipt of the grievance and render a decision within fifteen (15) days after the hearing.
7. If the grievant is still not satisfied, he may take appropriate steps within the confines of law and ask for arbitration.
8. Nothing in the Article shall be construed to deny to the grievant the right of appeal to PERC, the Commissioner or the courts.

ARTICLE III

AMENDMENT

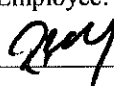
All or part of this agreement may be amended by mutual consent. All amendments must be in writing and be signed by the Board President and the Business Administrator/Board Secretary, as well as the employee covered by this agreement. All amendments must be approved by the Board of Education at an official meeting of the Board.

ARTICLE IV

SCHOOL CALENDAR

The employee covered under this agreement shall be employed on a ten month basis and required to work according to the adopted school calendar including 1 professional in-service day and 1 orientation day. The Superintendent of Schools and/or Business Administrator can require an employee covered under this agreement to be in attendance at work during an emergency situation if deemed necessary.

Board: 

Employee: 

ARTICLE V

WORK HOURS

The regular work day for Safety Staff Personnel shall consist of eight (8) consecutive hours exclusive of lunch.

Overtime shall be considered all time worked in excess of 40 hours in one work week and shall be compensated at the rate of one and one-half the employees contractual rate of pay.

ARTICLE VI

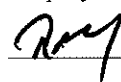
LEAVES OF ABSENCE

1. Sick Leave: The Board will grant ten (10) sick days per year.
2. The Board shall grant five (5) days leave, with pay, for death in the immediate family, unless the deaths occur simultaneously, in which case the same days shall apply for each death. Immediate family shall include; mother or father, husband or wife, son or daughter, brother or sister, guardian, father-in law or mother-in-law, son-in-law, daughter-in-law, grandchildren, step family member and domestic partner. The Board shall grant three (3) days leave for aunt, uncle, grandparents, grandparent-in-law, sister-in-law, brother-in-law, niece and nephew. The Board will allow for extenuating circumstances.
3. Personal Days: The employee covered by this agreement shall have four (4) personal days. Unused personal days will be converted to one sick day for each unused personal day. Converted days may not be included in those accumulated for reimbursement when retiring from the district.
4. Professional Days: The Superintendent may authorize absences of the employee for professional purposes, not to exceed three (3) days in any school year. The employee shall make application for the authorization of such absences at least ten (10) days in advance of their occurrence.

Board



Employee:



ARTICLE VII

INSURANCE

1. Medical:

The Board will pay full premium for medical, dental, optical and prescription coverage, with family, two adult, parent-child or single coverage. Available plans shall include Direct-15, Educators Health Plan and Garden State Health Plan, each with all plan details and the incorporated dental and insurance coverage as set forth by the New Jersey School Employee Health Benefits Plan.

Employees eligible for and selecting Direct-15 coverage shall contribute to their aggregate health insurance premiums at the rate of 85% of amounts set forth in P.L. 2020, c. 44 for such coverage on a percentage-of-premium basis. Employees selecting the EHP of GSHP shall contribute at 100% of the amounts set forth in P.L. 2020, c. 44 for such coverage on a percentage-of-salary basis.

Employees hired prior to July 1, 2021, shall retain the ability during open enrollment periods to switch in and out of Direct-15, paying 85% of Tier 4 rates, and to purchase up to Direct-10 coverage at their own cost.

2. Dental:

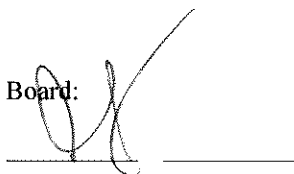
- A. The Board will pay full premium, except the percent amount of employee contribution that may be required by statute, up to the Family Plan for dental care under a carrier of their choice.
- B. After three years (3) the Board will pay for the requested extended coverage as detailed in A

3. Optical:

A vision/eyeglass plan of the Board's choosing shall be implemented, which plan shall be the same for other personnel within the District.

There shall be a deductible of \$10.00 for an exam and \$25.00 for glasses or lenses.

Board:



Employee:



4. Prescription Plan:

- A. The Board shall provide a prescription plan which shall be the same for other personnel within the District.
- B. All employees on leave without pay shall have the option to remain in all of the medical plans, and shall reimburse the Board at the group rate, three (3) months in advance.
- C. After three years (3) the Board will pay for the requested extended coverage.

5. Insurance Waiver Opt Out

Employees may choose to opt out of health benefits, receiving 25% of the premium or \$5,000 whichever is less, cash waiver incentive provided they submit proof of insurance through another carrier. Acceptable proof would be a letter from the employer or the insurance carrier verifying insurance coverage. An employee may opt out of all coverage, or elect to opt out of all coverage or elect to opt out of health and prescription only.

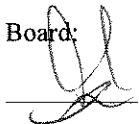
All incentive income received is taxable, but not pensionable. Two (2) equal installments shall be paid on December 15th and June 15th of the respective school years.

In the event an employee's replacement insurance coverage is terminated as a result of any life-altering event such as termination of insurance, unemployment, reduction in the number of hours of employment, death, disability of a spouse, divorce, legal separation, activation to full time military status, etc., re-enrollment is permitted at the time of the incident, or during the open enrollment period. Coverage shall commence immediately upon enrollment. During the May open enrolment period, any employee that had previously opted out shall have the opportunity to opt into any of the health plans offered by the District.

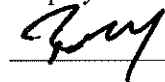
Waiver forms must be completed, signed, and submitted by the employee with copies provided to the Board of Education. The Board of Education shall be held harmless.

The Board of Education will establish an IRS 125 plan.

Board:



Employee:



ARTICLE VIII

TERMINATION OF CONTRACT

Sixty (60) days notice, in writing, must be given by the Board of Education to the employee, or the employee to the Board of Education, of the respective party's intention to terminate this contract.

ARTICLE IX

RETIREMENT

Upon retirement, the employee shall be compensated for his accumulated sick leave, while employed at Manchester, at a rate of one-half pay for each full day, with a maximum dollar amount of \$20,000. If statutory language caps the amount allowable for accumulated sick leave compensation, and that amount is less than twenty thousand dollars (\$20,000), that amount shall replace the existing rate.

In the event of the death of an employee prior to retirement, the accumulated sick leave payment shall be paid to the employee's estate.

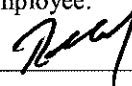
ARTICLE X

WITHHOLDING OF INCREMENTS AND RAISES

The Board of Education may withhold increments or other raises for inefficiency or other good cause as provided in the New Jersey Statutes 18A:29-14 and the decisions of the commissioner and other courts of the State of New Jersey interpreting said statute.

Board:

Employee:



ARTICLE XI

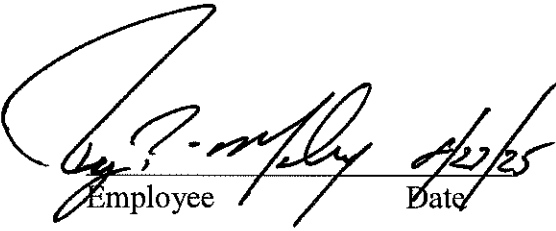
SALARY

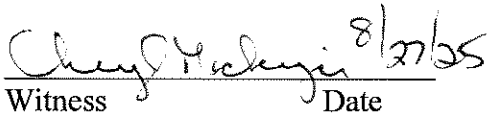
Salary is listed below for the named employee and, for the years specified, was approved by the Manchester Township Board of Education at their regular meeting of July 23, 2025.

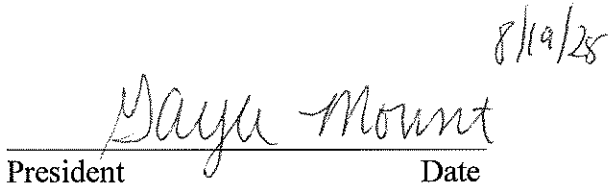
Employee: Ryan Maloney

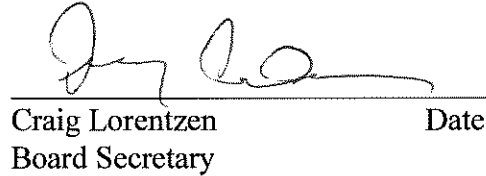
\$ 58,000	September 1, 2025 – June 30, 2026
\$ 60,030	September 1, 2026 – June 30, 2027
\$ 62,131	September 1, 2027 – June 30, 2028

A stipend of \$250 shall be paid yearly for holding a current CPR Certification.

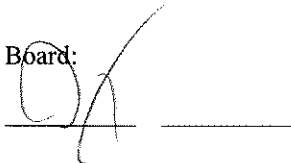

Employee Date 8/27/25


Witness Date 8/27/25


President Date 8/19/25


Craig Lorentzen Date
Board Secretary

Board:



Employee:
