

**SIDEBAR AGREEMENT
BETWEEN THE
JACKSON BOARD OF EDUCATION
AND THE
TEAMSTERS LOCAL 97 (SLEO)**

WHEREAS, the Jackson Board of Education (“Board”) and the Teamsters Local 97 of New Jersey (“Union”) are parties to a collective negotiations agreement in effect for the period July 1, 2021 through June 30, 2024, which covers the terms and conditions of employment for, among other employees, the District’s affiliated School Law Enforcement Personnel (“SLEOs”); and

WHEREAS, the Agreement may only be amended by a written document; and

WHEREAS, the parties desire to modify the Agreement to reflect modifications to the terms and conditions of employment related to SLEOs.

NOW, THEREFORE the Board and the Union agree as follows:

1. Section B of Article XV, “Security and School Law Enforcement Personnel (SLEO)” shall be revised to note that the contractual work year for ten (10) month Personnel shall be a minimum of one hundred eighty-one (181) days.
2. The first sentence of Paragraph 3 of Article XV, “Responsibilities of Armed SLEO,” shall be revised as follows:

~~Delete - A SLEO authorized to carry a handgun is not authorized to carry a handgun in school buildings or on school grounds beyond the hours of the officer’s workday or work assignment.~~

Insert – All Board-approved, armed SLEOs shall be authorized and required to carry a handgun in school buildings and/or on school grounds during the officer’s work assignment, which includes the hours of the officer’s assigned workday, as well as any additional after-school, evening or extracurricular school event at which the officer is authorized and/or required to work. SLEOs shall not carry a handgun on school grounds during any other time except as authorized by the Superintendent or designee.

3. Paragraph 3 of Section I of Article XV, regarding “Armed School Law Enforcement Officers (SLEO)” shall be revised to increase the stipend for an armed SLEO from \$4,650 to \$6,500 per school year.
4. Add new Paragraph 4 to Article XV, Section I, entitled “Annual Training Requirement for Armed SLEO,” as follows:

In addition to the armed SLEO's assigned work year as set forth above, each armed SLEO will attend two (2) additional days of paid training to be scheduled by the Director of Security in conjunction with the Jackson Township Police Department. One training day will be scheduled in the Fall and one training day will be scheduled in the Spring. All armed SLEOs will be notified of the training dates and times for the upcoming school year by August 1st or as soon thereafter as is possible. Said training shall include, but is not limited to, emergency response, active shooter response, use of force, professional conduct, firearms safety, weapons handling and proficiency, and tactical training. Armed SLEOs will be compensated by the Board at their hourly rate for their required attendance at these training days. Should attendance at said training day(s) require an armed SLEO to work beyond forty (40) hours during that week, then the armed SLEO will be paid at their overtime rate for the additional hours beyond their regular work week.

5. Add new Section J, entitled, "Annual Training Requirement for Unarmed SLEOs" to Article XV as follows:

In addition to the unarmed SLEO's assigned work year, as set forth above, each unarmed SLEO will attend two (2) additional days of training per year to be scheduled by the Director of Security. One training day will be scheduled in the Fall and one training day will be scheduled in the Spring. All unarmed SLEOs will be notified of the training dates and times for the upcoming school year by August 1st or as soon thereafter as is possible. Said training shall include, but is not limited to, emergency response, verbal de-escalation, use of force, professional conduct and report writing. Each unarmed SLEO will be compensated with a stipend of \$1,500 (\$750.00 for each training day) for their required attendance at the training day(s). Should attendance at said training day(s) require an unarmed SLEO to work beyond forty (40) hours during that week, then the unarmed SLEO will be paid at their overtime rate for the additional hours beyond their regular work week.

6. Add new Section K to Article XV as follows:

Calculation of Hourly Rate for Additional Work – When calculating the hourly rate to be paid for extra work over and above a SLEO's regular work schedule, any stipend paid to a SLEO shall be prorated and included in the individual's hourly rate for such purposes only. Stipends will not be included in an individual's base salary except as otherwise set forth herein.

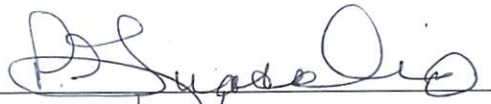
7. Revise Article XXV(A), "Termination and Extension of Agreement," as follows:

The term of this Agreement shall be from July 1st, 2021 through June 30th, 2024. However, upon the written request of the Union, the Board agrees to reopen the contract to begin

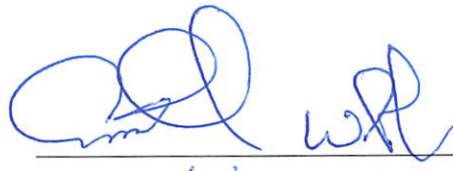
negotiations for a successor agreement with a term to be determined on or about January 1, 2023.

8. All other terms and conditions of the Agreement shall remain unchanged.
9. This Sidebar shall take effect at the start of the 2022-2023 school year. The provisions herein shall remain in full force and effect throughout the life of the existing Agreement and until a successor Agreement is reached by the Board and the Union, at which time the modifications set forth herein shall be continued and made part of the successor Agreement as if originally negotiated therein, subject to any additional modifications that may be mutually agreed to prior to or during the negotiation period.
10. This Sidebar Agreement, consisting of three (3) total pages, is subject to the approval of the Board and the Union prior to becoming effective. By signing below, each party represents that it is authorized to enter into this Sidebar Agreement on behalf of their respective entity.

TEAMSTERS LOCAL 97


Dated: 8/30/22

JACKSON TOWNSHIP
BOARD OF EDUCATION


Dated: 8/31/22