



Township of Old Bridge

and

The Old Bridge Crossing Guards Association

March 7, 2025

The Township and The Old Bridge Crossing Guards Association have come to an agreement upon said terms to be included in a successor collective negotiated agreement, the key terms of which have been reduced to written form and set forth in this Memorandum of Agreement.

TERM AND RENEWAL

The terms of the agreement shall be from January 1, 2025 through December 31, 2028.

All items listed in this agreement shall take effect on the date this Memorandum of Agreement is ratified, unless otherwise noted.

**ARTICLE VIII
POST BIDDING**

Change all references to four-hour (4) posts to three- and half-hour (3 ½) posts.

**ARTICLE XII
PAY RATE**

Below is the proposed salary guide for 2025-2028, effective January 1, 2025.

Employees hired before January 1, 2018			
3.00%	3.00%	3.00%	3.00%
2025	2026	2027	2028
20.29	20.90	21.53	22.17

Employees hired after January 1, 2018				
	3.00%	3.00%	3.00%	3.00%
Step	2025	2026	2027	2028
1	16.11	16.59	17.09	17.61
2	16.28	16.77	17.27	17.79
3	16.44	16.93	17.44	17.96
4	16.60	17.10	17.61	18.14
5	16.77	17.27	17.79	18.33
6	16.94	17.45	17.97	18.51

Remove the following sentence from Article:

~~Crossing guards will be moved to twenty four (24) pay periods when all Township unions agree to same. (Note: The Township will remain at twenty-six (26) pay periods.)~~

ARTICLE XIII CLOTHING ALLOWANCE

Modify section with this new proposed language:

Annual clothing allowance shall be \$800.00. Clothing allowance for permanent crossing guards shall be paid annually in the first pay period in October.

Clothing allowance shall be paid in the second pay period in June for substitute crossing guards at a rate for each month of cumulative time worked based upon the total clothing allowance divided by ten (10).

Clothing allowance will go up by \$25 in 2026 and \$25 in 2028.

ARTICLE XVII LEAVE OF ABSENCE

Label the following current language as Section A and Section B:

A. A leave of absence, without pay, may be granted for up to a one-year period of time after request through the Chief of Police, to the Business Administrator for approval. Leave shall not be denied for reasons that are arbitrary or capricious and any such denial shall be reviewable grievance procedure of this Agreement with a grievance being initially filed at Level Four. A leave of absence of six (6) months or less in no way affects the seniority of the employee. When a leave without pay exceeds six (6) months the time in excess of six (6) months shall not be included in seniority accrual.

The seniority provisions of this Article shall not apply to individuals taking leave for the purpose of obtaining other employment.

Leaves shall be available in accordance with the Family Leave Act and applicable statutes governing maternity leave, but acceptable reasons for a leave or absence shall be in no way limited by those laws.

B. Each permanent employees shall be provided one (1) bereavement day, without deduction of pay, for each occurrence of death in the employee's immediate family. The immediate family shall be defined as spouse, civil union partner, son, daughter, step-son, and step-daughter.

Add new Section C with the following language:

C. Any extended time off shall be requested via the Police Department's "Request for Time Off" form at least 30 days prior to the time off requested. Furthermore, any extended time off shall be granted at the discretion and approval of the supervisor and/or his/her designee and is dependent on available coverage/staffing. Any unapproved time off will be considered abandonment of post and will result in disciplinary action.

The Old Bridge Crossing Guards Association

Regina Verry President
Signature / Title
3/10/25
Date:

Susan Okupe
Witness
3/10/25
Date:

TOWNSHIP OF OLD BRIDGE

Ellen Walsh Mayor
Signature / Title
3/12/25
Date:

[Signature]
Witness
3/12/25
Date:

**CROSSING GUARD SALARY GUIDE
2025-2028**

Employees hired prior to January 1, 2018

3.00%	3.00%	3.00%	3.00%
2025	2026	2027	2028
20.29	20.90	21.53	22.17

Employees hired after January 1, 2018

	3.00%	3.00%	3.00%	3.00%
Step	2025	2026	2027	2028
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