



CADET CONTRACT

This agreement documents the qualifications and mutual expectations of cadets joining the Chatham Emergency Squad (CES). It also includes the Contract and general operational rules. After being read, understood, and signed by student and parent, it should be returned to the Cadet Manager.

Qualifications for Gaining an Interview

Before the prospective cadet is formally interviewed, the cadet must:

- Be a resident of Chatham and a sophomore in high school
- Attend a parent-cadet information meeting
- Fill out an application and return it to the Cadet Manager before the deadline

Expectations of Serving on the Chatham Emergency Squad

CES expects that cadets volunteer their services with the goals of helping their community and gaining experience in emergency medical services. Cadets must strictly protect the privacy of patients and demonstrate maturity on emergency calls. Cadets must meet the high expectations of all members as outlined in the “Tenets of Membership” and represent CES well in the community at all times.

CES will train the cadets and provide them opportunities to serve in the field. In return, cadets must be highly motivated and achieve proficiency in all EMT skill requirements. All members must achieve EMT certification by the State of NJ — a rigorous 200-hour course — and pass other training courses required by the State and CES. Cadets must take initiative and work with the Crew Chief to gain the training and experience they need.

Cadets must also participate in the broader activities of the Squad including member meetings, community events, training courses, and drills. They should expect to be assigned tasks as individuals or as a group in support of the organization. Examples: cleaning the ambulances, staffing blood drives, hanging advertising posters, and taking inventory of supplies. These assignments must be fulfilled with enthusiasm and competence.

Cadets are expected to maintain and update a Probationary Member Checklist, which is a key tool used to monitor the cadet’s progress. This checklist must be completed by high school graduation with the exception of the sections on ambulance driving and serving as Crew Chief. Although some cadets will end their career with the Squad on graduation, there is one standard of performance for all cadets.

The Cadet Manager serves as the “go-to” person for cadets in all situations which cannot be resolved with their Crew Chief. The Cadet Manager will also organize training programs for the cadets from time to time.

Key Rules for Cadets

- Cadets will be assigned a set shift of at least 3 hours each week. During scheduled shifts, the crew will sometimes train with the cadet. With remaining free time, the cadet may do homework, relax, watch TV, read or listen to music.
- Cadets, with permission of their Crew Chief and the Captain, may ask to serve with weekend and holiday crews on specific pre-arranged days.
- Cadets will not, unless already in the company of a certified member, respond to an emergency dispatch. Where the cadet is aware of an emergency as a witness or bystander, or is summoned directly by family, neighbor or school official, the cadet may act within their training. Where the cadet is aware of an emergency by dispatch including page, text or app, they may not respond.
- CES activities may not conflict with or decrease attention paid to the academic responsibilities of the cadet.
- Friends are not allowed to visit the cadet at the building.
- The CES computer is to be used only for Squad business or schoolwork.
- Uniforms will be issued to cadets and they will be worn while on duty. It is the cadet's responsibility to keep the uniform clean. Uniforms are to be worn only on duty or at Squad functions.
- A cadet who has a) been a CES member for at least nine months; b) been a certified EMT for at least six months; c) had a clear NJ driving record of at least three months; and d) has demonstrated excellent performance, may request the issuance of a pager. A Pager Agreement affords the cadet greater opportunity to respond to calls when *not on weekly duty*. The limits of these circumstances are detailed in the Pager Agreement. The issuance of a pager requires the signed agreement of a parent, Crew Chief and Captain.
- The cadet's term with CES will end upon graduation from high school unless promoted to Probationary 2 status at that time.

After Graduation

- If the cadet wishes to continue their Squad career, they should make this interest known to both their Crew Chief and the Cadet Manager as early as possible. On graduation they will need to formally apply to the Captain for promotion to Probationary 2 status.
- The prerequisites for acceptance to Probationary Membership are:
 - Good standing and high performance in all aspects of membership.
 - Completion of their probationary checklist with the exceptions of driving the ambulance and serving as crew chief.

- In the opinion of their Crew Chief and Captain, the realistic prospect that they will achieve certified status by the end of the first summer following their graduation.
- Commitment to serve a full 12-hour duty shift during the summer and join a weekend crew.

Cadet Contract

Cadets must satisfy the following requirements to maintain good standing:

- Provide a completed Squad medical form with a physician's confirmation the cadet is free of conditions that might impair performance or put the cadet at risk.
- Secure a Healthcare Provider CPR certification and provide a copy of the card prior to beginning service at the end of sophomore year.
- Enroll in an EMT course within 3 months of starting with the squad.
- Take and pass all mandatory training required by the Squad.
- Complete the EMT course and pass the New Jersey EMT certification test within one year of being accepted into membership on the Squad.
- Attend at least 50% of the member meetings each year (there are seven).
- Attend at least 50% of the training sessions each year (there are nine or ten).
- Attend Cadet meetings
- Make continual progress toward completion of the Probationary Checklist.
- Comply with all Squad rules and meet all general requirements of membership.

The Chatham Emergency Squad offers cadets the opportunity to serve their community in a meaningful way. The Squad endeavors to give each cadet a valuable life experience and the chance to develop professional skills. To realize the full richness of the experience, the cadet must make a real investment of time, intellect, and enthusiasm and take the lead in their own development.

I am aware that certain physical and psychological demands will be made of me and I attest to my ability to fulfill such demands. My physician will complete and sign the CES Medical Form confirming my physical and psychological fitness to function as a New Jersey EMT.

I have reviewed the CES Medical Form and attest to all qualifications as stated.

I confirm that the cadet has reported to the Cadet Manager any prior arrests. Cadet and parents agree to report to the Cadet Manager any arrest, traffic citation, accident, or suspension from school while a member of CES. I authorize the Chatham Emergency Squad to conduct driving-

record checks and background checks at any time while I am a member. I understand that the findings of those checks will be factors in determining continuance of membership.

I grant the Chatham Emergency Squad, Inc. my permission to use photographs and/or videos depicting me (if cadet) or my child (if parent) for any legal use, including but not limited to publicity, copyright purposes, illustration, advertising, and web content. Furthermore, I understand that no royalty, fee, or other compensation shall become payable to me by reason of such use.

By signing this Contract, the cadet and parents confirm that they understand, accept, and promise to meet all of the requirements and expectations of cadet membership. They also accept that continued membership is conditioned upon compliance with all requirements and high performance. Cadet membership may be terminated at any time at the sole discretion of the Squad.

Signatures

Student: _____
(signed)

(print name)

Date: _____

Parent: _____
(signed)

(print name)

Date: _____