



New Jersey School Boards Association

Monday, January 11, 2016

SETTLEMENT RATES IN PERSPECTIVE
TEACHERS CONTRACTS WHICH BEGIN WITH THE 2015-16 SCHOOL YEAR
Regardless of Settlement Date

EG / DFG	SETT DATE MO/YR	2015-16 INCREASES		2016-17 INCREASES		2017-18 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**													
		%	\$	%	\$	%	\$															
COUNTY: <u>ATLANTIC</u>																						
FOLSOM	2 CD	05/2015	3.00	1674	3.25	1868	3.50	2077	2015 -2018													
<table border="1"> <tr> <td><i>COUNTY AVERAGE: ATLANTIC</i></td> <td>3.00</td> <td>1674</td> <td>3.25</td> <td>1868</td> <td>3.50</td> <td>2077</td> </tr> <tr> <td><i>NUMBER COUNTED:</i></td> <td>1</td> <td>1</td> <td>1</td> <td>1</td> <td>1</td> <td>1</td> </tr> </table>			<i>COUNTY AVERAGE: ATLANTIC</i>	3.00	1674	3.25	1868	3.50	2077	<i>NUMBER COUNTED:</i>	1	1	1	1	1	1						
<i>COUNTY AVERAGE: ATLANTIC</i>	3.00	1674	3.25	1868	3.50	2077																
<i>NUMBER COUNTED:</i>	1	1	1	1	1	1																
COUNTY: <u>BERGEN</u>																						
CRESSKILL	5 I	06/2015	2.90		2.90		2.95		2015 -2018													
ENGLEWOOD	6 DE	11/2015	3.00	2074	2.50	1780	2.50	1824	2015 -2018	IF ACA TAX/PENALTY IS ASSESSED ON THE DISTRICT, CONTRACT WILL BE REOPENED FOR THE TAX/PENALTY; FOR COURSE TO BE APPROVED FOR HORIZONTAL MOVEMENT, COURSE MUST ALLIGN TO CURRENT TEACHING POSITION.												
HASBROUCK HEIGHTS	5 FG	11/2015	2.80	2044	2.70	2026	2.70	2081	2015 -2018 -->	30 MINUTE TUTORIAL SESSION PER WEEK IN THE ELEM. SCHOOL FOR INSTRUCTION.												
HO-HO-KUS	3 J	06/2015	* 2.80	2141	* 2.80	2200	* 2.80	2262	2015 -2018 -->	ADDITIONAL 10 MINUTES PER DAY; ADD'L STAFF MEETING TIME; [*NOTE: ADD'L \$4500 DISTRIBUTED THROUGHOUT SALARY GUIDE EACH YEAR].												
LYNDHURST	6 DE	06/2015	2.85	2144					2015 -2016													

	EG / DFG	SETT DATE MO/YR	2015-16 INCREASES		2016-17 INCREASES		2017-18 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$		
NO HIGHLAND REG	8 J	06/2015	3.06	2397	3.05	2463	2.92	2430	2015 -2018 -->	REDUCTION OF TUITION REIMBURSEMENT OF APPROX. \$26,500 THAT WAS UTILIZED TO ADDRESS INCREMENT COSTS; ADDED A NEW STEP IN THE SALARY GUIDES TO ADDRESS BOTH FUTURE INCREMENT COSTS AND THE BUBBLE; ADDED ADD'L PROFESSIONAL DEVELOPMENT DAY.
NO VALLEY REG	8 I	08/2015	2.80	2641	2.80	2715	2.80	2791	2015 -2018 -->	TEACHERS WILL WORK 1 ADD'L DAY FOR PROFESSIONAL DEVELOPMENT.
RIVER VALE	4 I	06/2015	2.60		2.60		2.60		2015 -2018 -->	INCREASED FACULTY MEETING TIME.
TENAFLY	7 I	/	3.00		2.90		2.90		2015 -2018	

COUNTY AVERAGE: BERGEN	2.87	2240	2.78	2237	2.77	2278
NUMBER COUNTED:	9	6	8	5	8	5

COUNTY: BURLINGTON

BASS RIVER	1 CD	06/2015	2.50	1500	2.50	1537	2.50	1576	2015 -2018	
BURLINGTON SP SVCS	9	07/2015	1.80		1.80		1.80		2015 -2018	
HAINESPORT	3 FG	09/2015	2.77		2.98		3.12		2015 -2018 -->	ADD'L 15 MINUTES INSTRUCTIONAL TIME A DAY.
SOUTHAMPTON	4 DE	07/2015	3.00	1932	2.50	1659	2.50	1700	2015 -2018 -->	ATTAINED 45 MINUTES OF PROFESSIONAL DEVELOPMENT, ONCE A MONTH AFTER SCHOOL.

COUNTY AVERAGE: BURLINGTON	2.52	1716	2.45	1598	2.48	1638
NUMBER COUNTED:	4	2	4	2	4	2

COUNTY: CAMDEN

COLLINGSWOOD	6 FG	05/2015	2.72	1770	2.72	1818	2.72	1868	2015 -2018 -->	ONE ADD'L FACULTY MEETING PER MONTH DEDICATED TO PROFESSIONAL DEVELOPMENT/PROFESSIONAL LEARNING COMMUNITIES.
GLOUCESTER TWP	4 DE	06/2015	3.10	2256	3.70	2776	3.10	2412	2015 -2018 -->	ELIMINATED SPLIT STEP 15 IN THIRD YEAR OF CONTRACT WHERE TEACHERS RECEIVED 2 RAISES IN THAT YEAR.
HADDON HEIGHTS	5 GH	09/2015	2.30	1718	2.30	1758	2.30	1798	2015 -2018	
LAUREL SPRINGS	1 DE	08/2015	2.00	1254	2.10	1343	2.15	1404	2015 -2018	
LINDENWOLD	6 B	08/2015	2.51	1552	2.85	1807	3.11	2028	2015 -2018 -->	SINGLE HEALTHCARE ONLY FOR ALL FUTURE SUPPORT STAFF AND WILL NEED TO WORK 30 HOURS/ WEEK TO QUALIFY (WAS 20 HOURS); SOME ADD'L DUTY TIME.

<i>COUNTY AVERAGE: CAMDEN</i>		2.53	1710	2.73	1900	2.68	1902		
<i>NUMBER COUNTED:</i>		5	5	5	5	5	5		

COUNTY: CAPE MAY

WEST CAPE MAY	1	DE	06/2015	3.25	1914	3.00	1824	3.00	1879	2015 -2018 --> 15 ADD'L MINUTES STUDENT CONTACT TIME; MAINTAINED SINGLE HEALTH BENEFITS COVERAGE.
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<i>COUNTY AVERAGE: CAPE MAY</i>		3.25	1914	3.00	1824	3.00	1879		
<i>NUMBER COUNTED:</i>		1	1	1	1	1	1		

COUNTY: CUMBERLAND

CUMBERLAND CO VOC	10	V	05/2015	2.50	1354					2015 -2016
MAURICE RIVER TWP	2	B	06/2015	2.50		2.50		2.50		2015 -2018

<i>COUNTY AVERAGE: CUMBERLAND</i>		2.50	1354	2.50		2.50				
<i>NUMBER COUNTED:</i>		2	1	1		1				

COUNTY: ESSEX

CALDWELL-W CALDWE	6	I	04/2015	2.40	1655	2.30	1625	2.30	1662	2015 -2018 --> REDUCTION IN RATE OF PAY FOR TEACHERS ATTENDING SUMMER WORKSHOPS.
ESSEX FELLS	1	J	07/2015	3.00		2.30		2.30		2015 -2018
NORTH CALDWELL	1	J	06/2015	2.08	1288	2.03	1283	2.24	1446	2015 -2018
NUTLEY	7	FG	06/2015	2.50		2.40		2.30		2015 -2018 --> 19 EXTRA MINUTES OF INSTRUCTION.
ROSELAND	1	I	07/2015	2.70	1770	2.50	1683	2.40	1656	2015 -2018
SO ORANGE-MAPLEWO	7	I	08/2015	2.50	1908	2.50	1956			2015 -2017 --> ADDITIONAL STUDENT CONFERENCE TIME ONE DAY A WEEK AT THE MIDDLE SCHOOLS BETWEEN END OF SCHOOL AND FACULTY MEETINGS; 7 HOURS OF PROFESSIONAL DEVELOPMENT FOR CERTIFICATED STAFF (3 HOURS FOR NON-CERTIFICATED STAFF) ON THEIR OWN TIME AT NO COST TO THE EMPLOYEE; HIGH SCHOOL GUIDANCE COUNSELORS SHALL ATTEND 2 NIGHT MEETINGS; NEW TEACHERS SHALL ATTEND AN ADD'L TWO DAYS OF MANDATORY ORIENTATIONS (FOR A TOTAL OF 4).

	EG / DFG	SETT DATE MO/YR	2015-16 INCREASES		2016-17 INCREASES		2017-18 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$		
VERONA	6 I	07/2015	2.77	2021	2.50	1874	2.50	1921	2015 -2018 -->	WORKDAY CHANGES FOR NEW STAFF; CHANGED THE BASE HEALTHCARE PLAN TO THE AMERIHEALTH PPO (\$20/\$40) FROM AMERIHEALTH PPO (\$15/\$25) SAVING \$116,000 PER YEAR; ADDING 3 ADD'L ALTERNATE HEALTH PLANS, ONE WITH RICHER BENEFITS (EMPLOYEE MAY "BUY-UP" TO) AND TWO LESSER COST PLANS.

COUNTY AVERAGE: ESSEX	2.56	1728	2.36	1684	2.34	1671
NUMBER COUNTED:	7	5	7	5	6	4

COUNTY: GLOUCESTER

KINGSWAY REG	8 FG	07/2015	2.63	1498	2.74	1602	2.78	1621	2015 -2018 -->	ADDED 5 MINUTES TO WORK DAY (NOW 7:15).
MANTUA	1 FG	03/2015	3.00		2.75				2015 -2017 -->	ELIMINATION OF OUTSIDE PROFESSIONAL DEVELOPMENT ENTITLEMENTS IN THE AMOUNT OF \$25,000.
SWEDESBORO-WOOLWI	1 DE	06/2015	3.50	2077					2015 -2016 -->	ONE ADD'L TEACHER DAY; ONE-HALF STUDENT DAY; DISCONTINUED \$5 CO-PAY HEALTH PLAN; 2 ADD'L FACULTY MEETINGS PER YEAR.
WESTVILLE	1 B	04/2015	2.51	1731	2.75	1944	2.75	1997	2015 -2020 -->	1 ADD'L PROFESSIONAL DEVELOPMENT DAY.
WOODBURY	5 B	05/2015	2.30	1559	2.30	1595			2015 -2018	

COUNTY AVERAGE: GLOUCESTER	2.79	1716	2.64	1714	2.77	1809
NUMBER COUNTED:	5	4	4	3	2	2

COUNTY: HUNTERDON

BLOOMSBURY	2 GH	/	2.70		2.60		2.50		2015 -2018	
HAMPTON	2 DE	05/2015	2.48		2.46		2.41		2015 -2018	
HUNTERDON VOC'L	10 V	07/2015	2.75	1664	2.50	1554	2.50	1593	2015 -2018 -->	INCREASED PROFESSIONAL DEVELOPMENT TIME FROM 1 TO 5 DAYS FOR NEW TEACHERS PRIOR TO START OF SCHOOL YEAR.
LEBANON BORO	1 I	09/2015	3.00	1815	2.00	1246	1.00	636	2015 -2018	

COUNTY AVERAGE: HUNTERDON	2.73	1740	2.39	1400	2.10	1115
NUMBER COUNTED:	4	2	4	2	4	2

COUNTY: MERCER

EWING	7 DE	05/2015	2.58	1707					2015 -2016	
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	EG / DFG	SETT DATE MO/YR	2015-16 INCREASES		2016-17 INCREASES		2017-18 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$		
HOPEWELL VAL REG	7 I	11/2015	2.80	2110	2.60	2014	2.40	1907	2015 -2018 -->	EFF. 1/1/16, CHANGE IN PRESCRIPTION CO-PAYS FROM \$15/\$20 TO \$15/\$30 AND DIRECT ACCESS 20/30 WILL BECOME THE BASE MEDICAL PLAN FOR ALL NEW TEACHERS HIRED; EFF. 1/1/18, DIRECT 10 (MOST EXPENSIVE) WILL NO LONGER BE AVAILABLE; MONETARY INCENTIVE FOR CURRENT MEMBERS TO SWITCH FROM DIRECT 15 TO 20/30; REDUCED AMOUNT OF TIME TEACHER CAN TAKE LEAVE OF ABSENCE FROM 24 MONTHS TO 12 MONTHS; NEW PROVISION WHICH GIVES TEACHERS THE OPTION OF PROVIDING ACADEMIC ASSISTANCE FOR STUDENTS IN PLACE OF COMPLETING AN ASSIGNED DUTY (NO ADD'L PAY).
TRENTON	7 A	06/2015	2.50		2.50		2.50		2015 -2018 -->	REDUCTION IN SOME ADD'L SALARY DIFFERENTIALS; SOME USE OF PREP TIME FOR TEACHER EVALUATION PROCESS.

COUNTY AVERAGE: MERCER	2.63	1909	2.55	2014	2.45	1907
NUMBER COUNTED:	3	2	2	1	2	1

COUNTY: MIDDLESEX

EAST BRUNSWICK TWP	7 I	06/2015	2.50	1787	2.50	1836	2.50	1881	2015 -2018	
JAMESBURG	3 DE	07/2015	2.25	1344	2.50	1527	2.50	1565	2015 -2018 -->	10 MINUTES PER DAY ADD'L STUDENT CONTACT TIME; SICK TIME MUST BE USED IN FULL DAY INCREMENTS UNLESS BECOME SICK AT WORK.
MILLTOWN	3 FG	06/2015	3.70	1966	2.80	1543	2.80	1586	2015 -2018 -->	TEACHER TUITION REIMBURSEMENT OVER A 2-YEAR PERIOD, RATHER THAN ALL AT TIME OF COURSE COMPLETION; BEREAVEMENT DAYS MUST BE TAKEN CONSECUTIVELY AND WITHIN 7 DAYS.
NO BRUNSWICK	7 FG	04/2015	2.50	1554					2015 -2016	
OLD BRIDGE	7 FG	12/2015	3.50	1878	3.10	1722			2015 -2017 -->	REDUCTION IN HEALTH, PRESCRIPTION, AND DENTAL BENEFITS (WHICH LARGELY FUNDED THE WAGE INCREASES).
SOUTH BRUNSWICK	7 I	06/2015	2.90	2107	2.90	2168	2.90	2231	2015 -2018 -->	CHANGED BASE MEDICAL PLAN FROM DIRECT 15 TO DIRECT ACCESS 20/30; INCREASED PRESCRIPTION CO-PAY TO \$10/\$20/\$30.
WOODBRIIDGE TWP	7 DE	06/2015	3.50	2593	2.90	2223	3.10	2446	2015 -2018	

COUNTY AVERAGE: MIDDLESEX	2.98	1890	2.78	1837	2.76	1942
NUMBER COUNTED:	7	7	6	6	5	5

COUNTY: MONMOUTH

FARMINGDALE	2 DE	08/2015	2.00						2015 -2016	
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	EG / DFG	SETT DATE MO/YR	2015-16 INCREASES		2016-17 INCREASES		2017-18 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$		
FREEHOLD REG	8 GH	06/2015	2.50	2039	2.50	2090	2.50	2143	2015 -2020 -->	REVISED SCHEDULE LIMITATIONS TO ALLOW FOR BLOCK SCHEDULING; 50% REDUCTION OF LONGEVITY AMOUNTS FOR ALL FUTURE SUPPORT STAFF.
HENRY HUDSON REG	8 DE	06/2015	2.90	1822	2.90	1874	2.90	1929	2015 -2018	
HIGHLANDS BOROUGH	1 CD	07/2015	3.50		3.00		3.00		2015 -2018 -->	NO LONGEVITY FOR NEW EMPLOYEES; MEDICAL PLAN CHANGES FOR NEW EMPLOYEES.
RED BANK	4 CD	10/2015	2.60		2.70		2.70		2015 -2018	
RUMSON	4 J	04/2015	2.75	1889	2.63	1857	2.62	1898	2015 -2018 -->	ADD'L 15 MINUTES OF INSTRUCTIONAL TIME ADDED TO STUDENTS DAY.
SPRING LAKE HTS	2 FG	06/2015	2.55	1554	2.55	1593	2.55	1634	2015 -2018 -->	ALL NEW FULL FTE HIRES WILL RECEIVE SINGLE BENEFITS FOR FIRST 3 YEARS; REFINEMENTS IN PREP TIMES; REQUIREMENT THAT TEACHERS ATTEND ONE OF TWO BACK TO SCHOOL NIGHTS.

COUNTY AVERAGE: MONMOUTH	2.69	1826	2.71	1854	2.71	1901
NUMBER COUNTED:	7	4	6	4	6	4

COUNTY: MORRIS

LONG HILL TWP	4 I	07/2015	2.50	1787	2.50	1831	2.50	1877	2015 -2018 -->	NEW TEACHER ORIENTATION DAY; ADD'L DAY FOR TEACHER ASSISTANTS.
ROCKAWAY TWP	4 I	07/2015	2.50	1675	2.50	1717	2.50	1760	2015 -2018 -->	SWITCHED TO SEHBP.

COUNTY AVERAGE: MORRIS	2.50	1731	2.50	1774	2.50	1819
NUMBER COUNTED:	2	2	2	2	2	2

COUNTY: OCEAN

BRICK TWP	7 DE	07/2015	3.41	2234	3.30	2236	3.19	2233	2015 -2018 -->	MOVED ALL MEMBERS FROM DIRECT 10 TO DIRECT 15.
LAKEWOOD	7 B	11/2015	2.00	1102	2.60	1461	2.60	1499	2015 -2018 -->	GRIEVANCE PROCEDURE CLARIFIED; PROFESSIONAL HOURS AND WORKLOAD CHANGED; CHILD STUDY TEAM PROCEDURES CLARIFIED.
LAVALLETTE	2 DE	08/2015	2.75	1857	2.75	1908	2.50	1783	2015 -2018 -->	SICK TIME BUY-OUT AT RETIREMENT, IF APPLICABLE, WILL BE DEPOSITED INTO 403B ACCOUNT; STIPEND AND HOURLY RATE ADJUSTMENTS.
LITTLE EGG HARBOR	1 B	06/2015	2.00	1852	2.70	2550	2.70	2619	2015 -2018 -->	EVALUATION LANGUAGE ADDED TO CONTRACT.
OCEAN TWP	1 CD	07/2015	2.60	1643	2.60	1686	2.60	1730	2015 -2018 -->	DECREASED TEACHER STARTING SALARY BY \$2200 AND ADDED STEP TO SALARY GUIDE.

<i>COUNTY AVERAGE: OCEAN</i>	2.55	1738	2.79	1968	2.72	1973		
<i>NUMBER COUNTED:</i>	5	5	5	5	5	5		

COUNTY: PASSAIC

HAWTHORNE	6	DE	10/2015	2.85	1900	2.65	1817	2.60	1830	2015 -2018 --> SWITCHED FROM STAND ALONE PRESCRIPTION PLAN TO STATE PLAN.
PASSAIC CO MANCHSTR	8	B	08/2015	2.50						2015 -2016 --> MADE DIRECT DEPOSIT MANDATORY.
PASSAIC VALLEY REG #	8	DE	04/2015	2.50	1924	2.50	1973	2.50	2022	2015 -2018
POMPTON LAKES	5	FG	06/2015	2.95		2.90		2.90		2015 -2018 --> EFFECTIVE YEAR 2, ELIMINATION OF DIRECT 10; REDUCTION OF PRESCRIPTION COVERAGE; ALL NEW EMPLOYEES WILL ONLY BE OFFERED AN EPO PLAN FOR THEIR FIRST FOUR YEARS.
TOTOWA	4	CD	01/2015	*		*		*		2015 -2018 --> ADDED ONE STEP TO SALARY GUIDE; [*NOTE: INCREMENT ONLY; DISTRICT DID NOT SUPPLY INCREMENT COST].

<i>COUNTY AVERAGE: PASSAIC</i>	2.70	1912	2.68	1895	2.67	1926		
<i>NUMBER COUNTED:</i>	4	2	3	2	3	2		

COUNTY: SALEM

UPPER PITTSBORO	2	CD	04/2015	2.60	1582	2.60	1623	2.60	1666	2015 -2018 --> ELIMINATED A HALF-DAY.
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<i>COUNTY AVERAGE: SALEM</i>	2.60	1582	2.60	1623	2.60	1666		
<i>NUMBER COUNTED:</i>	1	1	1	1	1	1		

COUNTY: SOMERSET

FRANKLIN TWP	7	GH	06/2015	2.50	1619	2.80	1858	2.70	1842	2015 -2018 --> ONE ADD'L PROFESSIONAL DEVELOPMENT DAY IN 2016-17; NEW TEACHER ORIENTATION INCREASED FROM 2 DAYS TO 5 DAYS; TUITION REIMBURSEMENT CAPPED AT \$50,000 PER YEAR; NJDOE MANDATED TRAININGS COMPLETED ON TEACHERS PERSONAL TIME; CHANGE FROM PPO TO DIRECT ACCESS NETWORK SAVED \$500,000; ER CO-PAY INCREASED FROM \$25 TO \$100; PRESCRIPTION CO-PAY INCREASED FROM \$10/\$20/1X TO \$10/\$20/\$30/1X; INTRODUCTION OF A HIGH DEDUCTIBLE PLAN; EMPLOYEE BENEFITS TERMINATE AT THE END OF THE MONTH IN WHICH THEY SEPARATE FROM EMPLOYMENT.
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<i>COUNTY AVERAGE: SOMERSET</i>	2.50	1619	2.80	1858	2.70	1842		
<i>NUMBER COUNTED:</i>	1	1	1	1	1	1		

	EG / DFG	SETT DATE MO/YR	2015-16 INCREASES		2016-17 INCREASES		2017-18 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$		
COUNTY: <u>SUSSEX</u>										
KITTATINNY REG	8	FG	06/2015	2.50	1981	2.40	1949			2015 -2017 --> CHANGE FROM NJ DIRECT 10 TO NJ DIRECT 15 FOR ALL EMPLOYEES; MAX. OF 10 TEACHERS PER DEPT CAN INSTRUCT A MAX. OF 6 PERIODS PER DAY WITH NO ADD'L REMUNERATION; PART-TIME EMPLOYEES MUST WORK 30 HOURS FOR BENEFITS (UP FROM 25 HOURS - ALL CURRENT PARAPROFESSIONALS WILL STAY AT 25 HOURS); LONGEVITY PAYMENT WENT FROM 20 EQUAL INSTALLMENTS TO ONE-TIME PAYMENT IN JUNE (AFTER THE 15TH YEAR); TUITION REIMBURSEMENT FOR GRADUATE WORK ONLY.
LAFAYETTE	2	GH	04/2015	2.30		2.30		2.30		2015 -2018
STILLWATER TWP	1	FG	06/2015	2.50	1712	2.50	1755	2.20	1583	2015 -2018

<i>COUNTY AVERAGE: SUSSEX</i>	2.43	1847	2.40	1852	2.25	1583
<i>NUMBER COUNTED:</i>	3	2	3	2	2	1

COUNTY: <u>WARREN</u>										
BELVIDERE	5	DE	06/2015	2.70		2.50		2.45		2015 -2018
KNOWLTON	1	FG	04/2015	2.70	1728	2.50	1643	2.50	1684	2015 -2018 --> ELIMINATED \$175 MEDICAL REIMBURSEMENT FOR STAFF; ELIMINATED \$50 SUPPLY REIMBURSEMENT FOR STAFF.
LOPATCONG	4	DE	05/2015	2.30	1511	2.20	1478	2.25	1545	2015 -2018 --> LIMITED COURSES TO 12 CREDITS A YEAR; REDUCED SUMMER RATE.
NORTH WARREN REG	8	FG	03/2015	2.20		2.50		2.50		2015 -2018 --> INCREASED TEACHER WORK YEAR FROM 183 TO 184 DAYS FOR PROFESSIONAL DEVELOPMENT.

	EG / DFG	SETT DATE MO/YR	2015-16 INCREASES		2016-17 INCREASES		2017-18 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$		
WARREN HILLS REG	8 FG	09/2015	2.40		2.40		2.40		2015 -2018 -->	TEACHERS NO LONGER ABLE TO LEAVE DURING PREP TIME; REDUCED TEACHING PARTNERSHIPS FROM \$350/SEMESTER OR \$700/YEAR TO \$250/\$500; LOSS OF PREP TIME DUE TO STATE REQUIRED DRILLS OR EMERGENCIES WILL NOT BE COMPENSATED; IF TWO OR MORE PERSONAL DAYS ARE TAKEN A REASON MUST BE GIVEN; CHILD CARE LEAVE REDUCED FROM 2 YEARS TO 1 YEAR; HORIZONTAL MOVEMENT ON THE GUIDE WILL ONLY OCCUR ONE TIME PER YEAR; MUST ACHIEVE A GRADE B OR BETTER FOR COURSE REIMBURSEMENT; MUST REIMBURSE THE DISTRICT FOR TUITION PAYMENTS MADE IF LEAVING THE DISTRICT (PER A SCALE BASED ON YEARS); TUITION REIMBURSEMENT REDUCED FROM \$110,000 TO \$90,000; ONCE A MASTERS IS ACHIEVED, ANY ADD'L CREDITS USED TO MOVE HORIZONTALLY BEYOND MA MUST BE ACCUMULATED POST-MASTERS (CANNOT CARRY OVER); GRIEVANCE LANGUAGE IS MUCH MORE SPECIFIC AND TIME LINES ARE WELL DEFINED, REMOVED ABILITY OF ARBITRATOR TO MAKE "EQUITABLE" SOLUTION, NOW ONLY HAS ABILITY TO RESOLVE DIFFERENCES; COACHES WILL NO LONGER RECEIVE LONGEVITY PAY; ACHIEVED REDUCED PREMIUM COSTS AND IF PREMIUMS EXCEED THE EXCISE (CADILLAC TAX), THE ASSOCIATION HAS 30 DAYS TO AGREE TO BENEFIT CHANGES TO GET PREMIUMS BELOW OR THEY WILL INCUR THE COST OF THE TAX; ADDED 2 STEPS TO SALARY GUIDE AND BA+30 COLUMN BEING PHASED OUT.

<i>COUNTY AVERAGE: WARREN</i>	2.46	1620	2.42	1561	2.42	1615
<i>NUMBER COUNTED:</i>	5	2	5	2	5	2

<i>CUMULATIVE AVERAGE:</i>		2.68	1815	2.62	1837	2.59	1860		
<i>NUMBER COUNTED:</i>		76	55	69	50	64	46		

All settlement information is reported to NJSBA through surveys of the district administration offices. School districts are not required to report their settlements to NJSBA, therefore, this listing may not necessarily be all-inclusive. Districts are requested to report settlements inclusive of increment and any increases in longevity. However, the settlement figures do not include any savings or additional costs associated with changes to fringe benefits.

Please note a "0.00%" increase indicates there will be no increase and no increment (step movement) for that year

*INDICATES A SPECIAL NOTE PERTAINING TO THIS INCREASE - See NOTE in brackets under achievement heading for details regarding the increase for this district

** INCLUDED UNDER NEGOTIATED ACHIEVEMENTS ARE CERTAIN CLARIFICATIONS SUCH AS A WAGE REOPENER OR A FORMULA FOR COMPUTING SALARY INCREASES. THESE MAY NOT BE CONSIDERED "ACHIEVEMENTS" BY THE DISTRICT.

**EG = Enrollment Groupings:*

- | | |
|--|---|
| <i>1 - K-6 districts</i> | <i>6 - K-12 with enrollment 1801-3500</i> |
| <i>2 - K-8 with enrollment 0-400</i> | <i>7 - K-12 with enrollment 3501+</i> |
| <i>3 - K-8 with enrollment 401-750</i> | <i>8 - 7-12 or 9-12 districts</i> |
| <i>4 - K-8 with enrollment 751+</i> | <i>9 - Special Services districts</i> |
| <i>5 - K-12 with enrollment 0-1800</i> | <i>10 - Vocational districts</i> |