



New Jersey School Boards Association

Monday, January 11, 2016

SETTLEMENT RATES IN PERSPECTIVE TEACHERS CONTRACT SETTLEMENTS COVERING THE 2015-16 SCHOOL YEAR FOR SETTLEMENTS REACHED SINCE JANUARY 1, 2015

COUNTY:	EG / DFG	SETT DATE MO/YR	2015-16 INCREASES		2016-17 INCREASES		2017-18 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$		
ATLANTIC										
ESTELL MANOR	2 DE	05/2015	3.25	2240	3.25	2313			2014 -2017	--> FACULTY MEETINGS 30 MINUTES FOR 8 MONTHS; TUITION REIMBURSEMENT CAP SET AND LANGUAGE CLEANED UP.
FOLSOM	2 CD	05/2015	3.00	1674	3.25	1868	3.50	2077	2015 -2018	
COUNTY AVERAGE: ATLANTIC			3.13	1957	3.25	2091	3.50	2077		
NUMBER COUNTED:			2	2	2	2	1	1		
BERGEN										
ALLENDALE	4 I	03/2015	2.75		2.75				2014 -2017	
BERGEN CO SP SVCS	9	01/2015	2.30	1877	2.50	2087			2014 -2017	--> INCREASED WORK WEEK FROM 31.25 HOURS TO 32 HOURS TO INCLUDE MANDATORY STAFF MEETINGS.
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.
FORT LEE	7 FG	03/2015	2.60	2260					2013 -2016	--> MODIFICATION TO WORK DAY.
FRANKLIN LAKES	4 I	03/2015	2.85		2.85				2014 -2017	
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.

	EG / DFG		SETT DATE MO/YR	2015-16 INCREASES		2016-17 INCREASES		2017-18 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
				%	\$	%	\$	%	\$		
HILLSDALE	4	GH	02/2015	2.93		2.93				2014-2017	
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	
MIDLAND PARK	5	GH	02/2015	2.75	1865					2013-2016	--> ADD'L EVENINGS FOR SCHOOL RELATED EVENTS; ADD'L FACULTY MEETINGS; ABILITY TO SCHEDULE ADD'L ZERO PERIOD CLASSES; REDUCTION IN THE NUMBER OF EARLY DISMISSAL DAYS FOR PARENT CONFERENCES.
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.
NORWOOD	3	I	03/2015	2.80	2111					2013-2016	--> LUNCH DUTY PAY REDUCED.
PALISADES PARK	5	CD	03/2015	3.00						2013-2016	
RIDGEFIELD	6	DE	03/2015	3.00		2.80				2014-2017	--> 2 NIGHT MEETINGS WITH PARENTS PER YEAR.
RIVER DELL REG	8	I	01/2015	2.90	2518	2.70	2412			2013-2017	--> ADD'L DUTIES ARE NOW REQUIRED OF ALL STAFF; TIGHTER RULES FOR COURSE REIMBURSEMENT.
RIVER VALE	4	I	06/2015	2.60		2.60		2.60		2015-2018	--> INCREASED FACULTY MEETING TIME.
UPPER SADDLE RIVER	4	J	02/2015	2.80	1930	2.80	1984			2014-2017	--> 10 MINUTES ADDED TO END OF WORKDAY (NON-INSTRUCTIONAL TIME).
WOODCLIFF LAKE	4	J	01/2015	2.70	1846	2.60	1826			2014-2017	--> 10 DISTRICT DEVELOPMENT HOURS PER FTE

COUNTY AVERAGE: BERGEN	2.81	2142	2.75	2166	2.75	2278
NUMBER COUNTED:	20	13	15	9	7	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	
FLORENCE	5	DE	04/2015	2.50	1685	2.50	1727			2014-2017	--> IMPLEMENTING CAP ON PAYMENT FOR UNUSED SICK LEAVE FOR EMPLOYEES HIRED PRIOR TO 7/1/11 (CAP ALREADY IN PLACE FOR OTHER EMPLOYEES); EMPLOYEES HIRED ON OR AFTER 7/1/15 ARE ELIGIBLE TO ENROLL IN THE OPEN ACCESS 5 PLAN ONLY FOR FIRST FOUR YEARS; EFFECTIVE 7/1/15, COPAYS AS FOLLOWS: \$10 PRIMARY DR., \$15 SPECIALIST (OPEN ACCESS 5), \$10/\$10 (OPEN ACCESS 8), \$15/\$15 (OPEN ACCESS 9).

	EG / DFG	SETT DATE MO/YR	2015-16 INCREASES		2016-17 INCREASES		2017-18 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$		
HAINESPORT	3	FG	09/2015	2.77		2.98		3.12	2015-2018	--> ADD'L 15 MINUTES INSTRUCTIONAL TIME A DAY.
MAPLE SHADE	6	CD	10/2015	2.90		2.90			2016-2017	
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.
SPRINGFIELD	1	FG	06/2015	2.75		2.90			2014-2017	

COUNTY AVERAGE: BURLINGTON	2.60	1706	2.58	1641	2.48	1638
NUMBER COUNTED:	7	3	7	3	4	2

COUNTY: CAMDEN

CAMDEN CITY	7	A	02/2015	*		*		*	2013-2018	--> INCREASED INSTRUCTIONAL TIME FOR MIDDLE SCHOOL AND HIGH SCHOOL TEACHERS TO 290 MINUTES; REMOVED RESTRICTIONS ON CONTINUOUS CONTACT TIME FOR ALL TEACHERS; REMOVED LATENESS GRACE PERIOD; INCREASED FLEXIBILITY FOR AFTER SCHOOL PROFESSIONAL DEVELOPMENT TIME; LIFTED RESTRICTIONS ON STAFFING HOME INSTRUCTION; CLARIFIED THAT ONLY TENURED TEACHERS HAVE RIGHTS TO THE RECALL LIST; [*NOTE: DISTRICT NOTED INCREASES ARE AS FOLLOWS: \$500 CASH, STEPS 1-11 IN 2013-14; \$500 CASH, STEPS 1-11, \$1200 ADDED TO BASE AT MAX. IN 2014-15; MOVE ONE STEP IN 2015-16 (2.5%), 1.5% AT MAX.; MOVE ONE STEP (2.5%) IN 2016-17, 1.5% AT MAX.; MOVE ONE STEP (2.5%) ON 9/1/17, 1.5% AT MAX. AND MOVE ONE STEP AGAIN (2.5%) ON 5/1/18.].
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
HADDON TWP	6	FG	09/2015	2.70		2.80			2014-2017	--> CAP OF \$7561 FOR HEALTH BENEFIT OPT-OUT FOR CURRENT EMPLOYEES, \$6000 FOR NEW HIRES.
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.
PINE HILL	6	B	05/2015	2.60		2.60			2014-2017	
STRATFORD	4	DE	03/2015	2.70	1795	2.70	1844		2014-2017	--> MATERNITY LEAVE WILL BE NO LONGER THAN ONE SCHOOL YEAR BEYOND YEAR IN WHICH LEAVE COMMENCES; REDUCED BEREAVEMENT DAYS FROM 5 TO 3 DAYS.

<i>COUNTY AVERAGE: CAMDEN</i>	2.58	1724	2.72	1891	2.68	1902
<i>NUMBER COUNTED:</i>	8	6	8	6	5	5

COUNTY: CAPE MAY

CAPE MAY SP SVCS	9	02/2015	2.25	1703	2.25	1741		2014-2017 --> EMPLOYEES HIRED ON OR AFTER 10/1/14 ARE NOT ELIGIBLE FOR LONGEVITY; SALARIES NOW PAID TWICE PER MONTH RATHER THAN EVERY OTHER THURSDAY.	
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.

<i>COUNTY AVERAGE: CAPE MAY</i>	2.75	1809	2.63	1783	3.00	1879
<i>NUMBER COUNTED:</i>	2	2	2	2	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.
CEDAR GROVE	5 I	06/2015	2.60	1724	1.90	1293			2014-2017 --> ADD'L STEP ADDED TO SALARY GUIDE; BEGINNING IN YEAR 2, EMPLOYEE PAYS 75% OF DENTAL INSURANCE COSTS, BOARD PAYS 25%; ELEMENTARY TEACHERS WHO RECEIVE A STIPEND TO COVER LUNCH DUTY DO NOT GET PAID WHEN THEY ARE ABSENT.
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

	EG / DFG	SETT DATE MO/YR	2015-16 INCREASES		2016-17 INCREASES		2017-18 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$		
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).
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.

<i>COUNTY AVERAGE: ESSEX</i>	2.57	1728	2.30	1619	2.34	1671
<i>NUMBER COUNTED:</i>	8	6	8	6	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.
PITMAN	5 FG	04/2015	2.90	1961	2.68	1865	2.40	1715	2014 -2019	--> PHASED IN CONCESSIONS ON SELECTED HEALTHCARE CO-PAYS, RESULTED IN LOWER PREMIUM COSTS TO OFFSET SALARY INCREASES AND LOWER COST TO THE DISTRICT.
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	

<i>COUNTY AVERAGE: GLOUCESTER</i>	2.81	1765	2.64	1752	2.64	1778
<i>NUMBER COUNTED:</i>	6	5	5	4	3	3

COUNTY: HUDSON

WEEHAWKEN	5 CD	06/2015	2.52		2.68				2014 -2017	
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<i>COUNTY AVERAGE: HUDSON</i>	2.52	2.68
<i>NUMBER COUNTED:</i>	1	1

COUNTY: HUNTERDON

DELAWARE TWP	3	GH	03/2015	2.50	1813	2.40	1784		2014-2017 --> EFFECTIVE 7/1/16, ONE COLUMN (MA+15) WAS ELIMINATED.	
FLEMGTN RARITAN REG	4	I	06/2015	2.90		2.90			2014-2017	
FRANKLIN TWP	2	I	09/2015	2.00	1385	2.00	1413		2014-2017 --> BOARD ELIMINATED SALARY GUIDE AND ALL BUBBLES; IN ORDER TO ATTRACT AND RETAIN HIGH QUALITY CANDIDATES, BOARD ESTABLISHED NEW STARTING SALARIES; BOARD REDUCED FRINGE PAYMENT FOR DISABILITY BENEFITS TO \$100 PER YEAR, PER TEACHER.	
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	2.61	1669	2.38	1499	1.97	1115
NUMBER COUNTED:	6	4	6	4	3	2

COUNTY: MERCER

EWING	7	DE	05/2015	2.58	1707				2015-2016	
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).
LAWRENCE TWP	7	GH	12/2015	2.65	1834	2.70	1918			2014-2017
PRINCETON	7	I	06/2015	2.67		2.50		2.63		2014-2018 --> LONGEVITY ELIMINATED AS "LONGEVITY STEPS" AND MOVED INTO NEW STEPS; TWO EVENING PARENT-TEACHER CONFERENCE PERIODS IN FALL AND SPRING; 1 ADD'L DAY ADDED TO WORK YEAR FOR PROFESSIONAL DEVELOPMENT.
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	2.64	1884	2.58	1966	2.51	1907
NUMBER COUNTED:	5	3	4	2	3	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>MIDDLESEX</u>											
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.
NEW BRUNSWICK	7	A	04/2015	2.25						2014 -2016	
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.
SOUTH RIVER	6	CD	04/2015	2.65		2.75				2014 -2017	--> FROZE COACH AND CO-CURRICULAR STIPENDS; ELIMINATION OF PERFECT ATTENDANCE STIPEND FOR SUPPORT & CUSTODIAL STAFF; CAP ON TUITION REIMBURSEMENT; INCREASE OF PROFESSIONAL DAYS FROM HALF TO FULL DAY.
WOODBIDGE TWP	7	DE	06/2015	3.50	2593	2.90	2223	3.10	2446	2015 -2018	

COUNTY AVERAGE: MIDDLESEX	2.86	1890	2.78	1837	2.76	1942
NUMBER COUNTED:	9	7	7	6	5	5

COUNTY: <u>MONMOUTH</u>											
FARMINGDALE	2	DE	08/2015	2.00						2015 -2016	
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.
KEANSBURG	5	A	06/2015	3.20	2103	3.10	2102			2014 -2017	--> INCREASED CO-PAYS, DEDUCTIBLES, AND ELIMINATED TRADITIONAL INSURANCE PLAN.
MATAWAN-ABERD REG	7	FG	03/2015	2.50	1539	2.65	1673			2014 -2017	

	EG / DFG		SETT DATE MO/YR	2015-16		2016-17		2017-18		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
				INCREASES %	\$	INCREASES %	\$	INCREASES %	\$		
MIDDLETOWN TWP	7	GH	05/2015	2.45	1988	2.55	2120			2014-2017	--> ELIMINATION OF TRADITIONAL INSURANCE EFFECTIVE 7/1/16; REDUCTION OF CURRENT HEALTH INSURANCE WAIVER PAYMENTS BY 50% EFFECTIVE 7/1/15; ALL WORK DONE BEYOND THE REGULAR WORK HOURS AND WORK YEAR FOR PROFESSIONAL STAFF WILL BE PAID AT THE CURRICULUM RATE INSTEAD OF PRO-RATA RATE; BOARD WILL REQUIRE ALL TEACHERS TO SUBMIT LESSON PLANS ONCE PER WEEK.
RED BANK	4	CD	10/2015	2.60		2.70		2.70		2015-2018	
RED BANK REG	8	FG	03/2015	3.00	2123					2014-2016	--> ELIMINATING TRADITIONAL HEALTH BENEFIT COVERAGE.
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.
WEST LONG BRANCH	3	FG	01/2015	2.95	1857	2.95	1912			2014-2017	--> INCREASE IN HOURS WORKED PER DAY; INCLUSION OF DUTY PERIODS.

COUNTY AVERAGE: MONMOUTH	2.74	1879	2.75	1903	2.71	1901
NUMBER COUNTED:	12	9	10	8	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.
NETCONG	2	DE	05/2015	4.35						2013-2016	
RANDOLPH TWP	7	I	08/2015	3.00	2672	2.65	2431			2014-2017	--> EFFECTIVE 2015-16, REDUCED HEALTH INSURANCE WAIVER FROM 50% OF PREMIUM TO 25% OR \$5000, WHICHEVER IS LESS; EFFECTIVE 2016-17, ALL PARAPROFESSIONALS WITH LESS THAN 10 YEARS OF SERVICE WILL ONLY BE OFFERED SINGLE COVERAGE; LONGEVITY HAS BEEN ELIMINATED FOR NEW EMPLOYEES.
ROCKAWAY TWP	4	I	07/2015	2.50	1675	2.50	1717	2.50	1760	2015-2018	--> SWITCHED TO SEHBP.
WEST MORRIS REG	8	I	10/2015	2.63	2190					2013-2016	--> ADD'L STEP ON GUIDE; CHANGED PRESCRIPTION CO-PAY TO \$5/5/25 (WAS \$5/5/15).

COUNTY AVERAGE: MORRIS	3.00	2081	2.55	1993	2.50	1819
NUMBER COUNTED:	5	4	3	3	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.
JACKSON TWP	7	DE	02/2015	3.60	2357	3.20	2170			2014-2017	--> REDUCTION IN BENEFITS; REDUCTION IN MEDICAL WAIVER AMOUNT.

	EG / DFG	SETT DATE MO/YR	2015-16 INCREASES		2016-17 INCREASES		2017-18 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$		
LAKESWOOD	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>	2.73	1841	2.86	2002	2.72	1973
<i>NUMBER COUNTED:</i>	6	6	6	6	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

MANNINGTON	2	CD	01/2015	2.40	1645	2.50	1755			2014 -2017 --> KEPT NON-BINDING ARBITRATION LANGUAGE AND DID NOT ALLOW EXTENSIVE PROPOSED LANGUAGE FOR TEACHER EVALUATION; TEACHING STAFF MUST WORK IN DISTRICT GREATER THAN 92 DAYS TO ADVANCE ON STEP GUIDE LEVEL IF HIRED MID-YEAR.
UPPER PITTSBORO	2	CD	04/2015	2.60	1582	2.60	1623	2.60	1666	2015 -2018 --> ELIMINATED A HALF-DAY.

<i>COUNTY AVERAGE: SALEM</i>	2.50	1614	2.55	1689	2.60	1666
<i>NUMBER COUNTED:</i>	2	2	2	2	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: 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.
NORTH PLAINFIELD	6	DE	07/2015	2.50		2.50		2.50		2014 -2018	
SOMERVILLE	6	FG	03/2015	2.50	1786	2.50	1786	2.50	1830	2014 -2017	--> NEW M.S. SCHEDULE THAT MUST BE MUTUALLY AGREED TO BY A COMMITTEE OF TEACHERS AND ADMINISTRATORS; EMPLOYEES HIRED AFTER RATIFICATION WILL NOT BE ELIGIBLE FOR LONGEVITY.

<i>COUNTY AVERAGE: SOMERSET</i>	2.50	1703	2.60	1822	2.57	1836
<i>NUMBER COUNTED:</i>	3	2	3	2	3	2

COUNTY: SUSSEX

BYRAM	4	I	05/2015	2.30	1497	2.30	1532			2014 -2017	--> ADD'L 8 MINUTES PER DAY.
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	
WALLKILL VALLEY REG	8	DE	02/2015	2.33	1924	2.10	1774			2014 -2017	--> 9 PERIOD DAY REPLACED AN 8 PERIOD DAY WITH INCREASED TEACHER STUDENT CONTACT TIME, EARLIER START TIME OF THE SCHOOL DAY BY 14 MINUTES; 45% OF TEACHERS ASSIGNED 6 TEACHING PERIODS (TEACHERS WHO VOLUNTEER NOT COUNTED); TEACHERS TEACHING 5 PERIODS HAVE TWO DUTY ASSIGNMENTS; THE NET EDUCATION GAIN FOR STUDENTS WAS 10 NEW ELECTIVES BEING OFFERED.

<i>COUNTY AVERAGE: SUSSEX</i>	2.39	1779	2.32	1753	2.25	1583
<i>NUMBER COUNTED:</i>	5	4	5	4	2	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>UNION</u>									
GARWOOD	2 DE	03/2015	2.50	1584	2.50	1624		2014-2017	--> SINGLE HEALTH COVERAGE UNTIL TENURE; HEALTH COVERAGE WAIVER PAYMENTS UP TO \$4000 (PREVIOUS LANGUAGE DID NOT HAVE "UP TO").
LINDEN	7 B	01/2015	2.68	1938	2.26	1678	2.21 1678	2014-2018	--> NIGHT CONFERENCE FOR ELEMENTARY SCHOOL; SUSPENDED TUITION REIMBURSEMENT FOR DURATION OF CONTRACT.
PLAINFIELD	7 B	08/2015	2.50	1970				2012-2016	
SUMMIT	7 I	02/2015	2.50	1859	2.50	1906		2014-2017	
UNION CO VOC	10 V	06/2015	2.50	1597	2.25	1473		2014-2017	--> EXTRA STAFF DEVELOPMENT DAY.
UNION ESC	9	09/2015	2.20	1512	2.40	1686		2014-2017	--> ADDED 1 1/2 HOURS TO TEACHERS WORK WEEK.
UNION TWP	7 DE	03/2015	2.30	1412	2.30	1444		2014-2017	--> HEALTH INSURANCE CO-PAY INCREASED FROM \$10 TO \$20.

<i>COUNTY AVERAGE: UNION</i>	2.45	1696	2.37	1635	2.21	1678
<i>NUMBER COUNTED:</i>	7	7	6	6	1	1

COUNTY: WARREN

BELVIDERE	5 DE	06/2015	2.70		2.50		2.45	2015-2018	
HOPE	2 FG	09/2015	2.35	1472	1.95	1250		2014-2017	
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.

COUNTY AVERAGE: WARREN	2.44	1570	2.34	1457	2.42	1615
NUMBER COUNTED:	6	3	6	3	5	2

CUMULATIVE AVERAGE:	2.68	1839	2.61	1830	2.58	1853
NUMBER COUNTED:	126	91	110	80	67	49

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> |