



New Jersey School Boards Association

Tuesday, August 28, 2018

SETTLEMENT RATES IN PERSPECTIVE TEACHERS CONTRACTS SETTLEMENTS COVERING THE 2018-19 SCHOOL YEAR (Regardless of Settlement Date)

EG / DFG	SETT DATE MO/YR	2018-19 INCREASES		2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
		%	\$	%	\$	%	\$	%	\$	%	\$		
COUNTY: ATLANTIC													
ATLANTIC CO SP SVCS	9	10/2016	2.75	2297								2016-2019 -->	ELIMINATED DIRECT 10 AS A PLAN OPTION FOR HEALTH BENEFITS; INCREASED SCHOOL YEAR BY ONE DAY; DECREASED LUNCH TIME; FROZE ALL HOURLY RATES FOR EXTRA PAY.
ATLANTIC CO VOC	10	09/2016	3.50	2283								2016-2019 -->	ELIMINATED DIRECT 10 OPTION; CAPPED ALL HOURLY RATES FOR EXTRA PAY AT PRIOR CONTRACT AMOUNTS; 1 ADD'L FACULTY MEETING PER QUARTER.
BRIGANTINE	4 CD	03/2017	2.75	2441	2.60	2371						2017-2020 -->	CHANGED TO A DIFFERENT MEDICAL AND PRESCRIPTION INSURANCE PLAN.
BUENA REG	6 A	03/2016	2.80	2171								2016-2019	
EGG HARBOR CITY	3 A	12/2016	3.00	2119								2016-2019 -->	SWITCHED HEALTH PLAN FROM DIRECT 10 TO DIRECT 15.
EGG HARBOR TWP	7 CD	07/2016	4.00									2016-2019 -->	CHANGED HEALTH PLAN FROM NJ DIRECT 10 TO NJ DIRECT 15; SOME SCHEDULING CHANGES.
FOLSOM	2 CD	07/2018	3.50	2055	3.00	1823	3.50	2191				2018-2021	
GALLOWAY TWP	4 CD	05/2016	1.70									2016-2019 -->	REDUCTION ON HEALTHCARE COSTS BY MAKING SOME MEDICAL AND PRESCRIPTION ADJUSTMENTS; EXPANDED SUPPORT STAFF GUIDES TO REDUCE COSTS; HORIZONTAL MOVEMENT ON TEACHERS GUIDES NO LONGER RETROACTIVE.
GRTR EGG HARBOR REG	8 CD	12/2016	2.93	2472	2.94	2554						2015-2020 -->	BELL SCHEDULE; ADD'L TEACHER MEETING TIME FOR AFTER SCHOOL MEETINGS.
HAMILTON TWP	4 CD	04/2017	3.65	2142	3.50	2129						2016-2020 -->	STAND ALONE PRESCRIPTION PLAN ELIMINATED; DIRECT 15, OR ITS EQUIVALENT, IS NEW BASE PLAN FOR ALL EMPLOYEES; ADD'L 45 MINUTES ONE TIME PER MONTH FOR PROFESSIONAL DEVELOPMENT.

	EG / DFG	SETT DATE MO/YR	2018-19 INCREASES		2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$	%	\$	%	\$		
HAMMONTON	7 B	07/2018	3.49	2377	3.49	2460	3.49	2545					2018-2021	
LINWOOD	4 GH	09/2016	3.25	2403									2016-2019 -->	EFF. 1/1/17, MOVED FROM SEPARATE HEALTH AND PRESCRIPTION PLANS (WITHIN SEHBP) WITH EMPLOYEES ELIGIBLE TO PARTICIPATE IN ANY PLAN UP TO DIRECT 10 TO THE STATE'S MMRx MODEL (COMBINED HEALTH AND PRESCRIPTION) WITH DIRECT 15 AS THE BASE PLAN; THIS CHANGE IN PLAN DESIGN EFFECTUATED THE SAVINGS TO FUND APPROXIMATELY 90% OF THE SALARY INCREASE AND THE EMPLOYEES SAVED DUE TO LOWER PREMIUMS.
MAINLAND REGIONAL	8 DE	05/2016	2.20	1846									2016-2019 -->	FROZE COACHING AND CO-CURRICULAR STIPENDS FOR 3 YEARS.
MARGATE CITY	3 DE	02/2017	3.65	3143	3.00	2678							2017-2020 -->	TEACHERS THAT VOLUNTARILY SEVER EMPLOYMENT WITH THE DISTRICT WAIVE ANY COMPENSATORY TIME PAYMENT; NON-VOLUNTARY SEVERED TEACHERS SHALL BE COMPENSATED AT THEIR HOURLY RATE OF PAY AS PER THE CONTRACT AT THE TIME OF SEVERANCE (NON-VOLUNTARY SEVERANCE INCLUDES DEATH, DISABILITY, RIF AND NON-RENEWAL).
NORTHFIELD CITY	4 DE	03/2017	3.50										2016-2019	
PORT REPUBLIC	2 FG	09/2016	3.00										2016-2019	
SOMERS POINT	4 CD	02/2017	3.50	2407									2016-2019	
VENTNOR CITY	4 B	06/2018	3.00	2389	3.00	2461	3.00	2535					2018-2021 -->	ELIMINATED LONGEVITY FOR EMPLOYEES HIRED AFTER 7/1/18.

COUNTY AVERAGE: ATLANTIC	3.12	2325	3.08	2354	3.33	2424
NUMBER COUNTED:	18	14	7	7	3	3

COUNTY: BERGEN

ALLENDALE	4 I	05/2017	2.55		2.50								2017-2020	
ALPINE	2 I	03/2016	3.50	2489									2016-2019	
BERGEN CO SP SVCS	9	07/2017	3.50	3021	3.60	3216							2017-2020 -->	LANGUAGE REQUIRING PRIOR REQUEST AND SUPERVISOR APPROVAL FOR USE OF PERSONAL AND VACATION DAYS; SICK LEAVE PAYOUT UPON RETIREMENT REQUIRES APPROVAL OF PENSION PAYMENT BY NJ DIVISION OF PENSIONS AND BENEFITS; SINGLE BENEFITS ONLY FOR PARAPROFESSIONALS INITIALLY EMPLOYED IN THE DISTRICT ON OR AFTER 7/1/17; VACATION ELIGIBILITY OF 12 MONTH STAFF BASED ON YEARS OF CONTINUOUS, RATHER THAN TOTAL, DISTRICT SERVICE.

	EG / DFG		SETT DATE MO/YR	2018-19		2019-20		2020-21		2021-22		2022-23		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
				INCREASES %	\$	INCREASES %	\$	INCREASES %	\$	INCREASES %	\$	INCREASES %	\$		
BERGEN CO VOC	10	V	07/2017	3.40	2795	3.40	2890							2017 -2020 -->	CONTRACT LANGUAGE CLARIFICATIONS RELATED TO THE WORKDAY; ALLOWANCE FOR COMP TIME INSTEAD OF HOURLY PAY FOR TIME WORKED BEYOND CONTRACTUAL WORKDAY; CREATION OF LIMITED "SPECIAL PROJECT" STIPENDS TO BE USED AT PRINCIPAL'S DISCRETION; ADDITION OF REQUIREMENT TO WORK UP TO 2 AFTER-SCHOOL/EVENING EVENTS PER YEAR FOR TEACHERS NOT ALREADY REQUIRED TO DO SO; INCLUSION OF ABS TITLE/RESPONSIBILITIES IN EXISTING BUILDING-LEVEL AAO DUTIES/STIPEND.
BOGOTA	5	DE	09/2017	3.00	2117	3.10	2253							2017 -2020 -->	BENEFIT PACKAGE CHANGED FROM DIRECT 10 TO DIRECT 15 (ANNUAL SAVINGS IS \$108,646).
CARLSTADT	3	DE	06/2018	3.00	2399	3.00	2471	3.00	2545					2018 -2021 -->	EFF. 7/1/18, MODIFIED THE NON-SEHBP MEDICAL PLAN TO REDUCE SHORT TERM THERAPIES.
CLOSTER	4	I	06/2016	2.60										2016 -2019 -->	ADD'L INSTRUCTIONAL DAY (NOW 181 STUDENT DAYS); BOARD RECEIVED 10 MINUTES FROM LUNCH HOUR TO RETURN TO INSTRUCTIONAL DAY.
CRESSKILL	5	I	06/2018	2.70	2187									2018 -2019	
DEMAREST	3	I	08/2017	3.00	2079	3.00	2141							2017 -2020	
EDGEWATER	1	GH	08/2016	2.90										2016 -2019 -->	FROZE STIPENDS; INDIVIDUAL CAP ON PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT.
ELMWOOD PARK	6	CD	06/2018	2.95	1587	2.96	1639	2.97	1693					2018 -2021	
EMERSON	5	GH	03/2016	3.13	2135									2016 -2019 -->	1 ADD'L EVENING EVENT.
ENGLEWOOD CLIFFS	3	I	12/2016	2.90	2138									2016 -2019 -->	PARIDY BETWEEN THE SCHOOLS REGARDING HOURS OF OPERATION.
FAIR LAWN	7	GH	06/2016	2.70	2225									2015 -2019 -->	CAP ON TUITION REIMBURSEMENT; DIRECT 15 IS HEALTH PLAN FOR ALL NEW HIRES; ELIMINATION OF COACHING TOURNAMENT STIPEND; NEGOTIATIONS FOR FUTURE CONTRACTS WILL BEGIN IN JANUARY INSTEAD OF NOVEMBER; [NOTE: WAGE FREEZE IN 2015-16].
GARFIELD	7	B	09/2016	2.00										2016 -2019	
HILLSDALE	4	GH	10/2017	3.40	2542	3.35	2590							2017 -2020 -->	INCREASE IN HOURS NEEDED TO QUALIFY FOR HEALTH BENEFITS TO 27 HOURS; EMPLOYEES HIRED ON OR AFTER 7/1/17, SHALL BE SUBJECT TO A 25% CO-PAY FOR DENTAL UNTIL THEY RECEIVE TENURE OR HAVE COMPLETED 4 YEARS OF EMPLOYMENT (WAS 3 YEARS).
LITTLE FERRY	4	CD	07/2016	2.50										2016 -2019	
LODI	6	B	01/2018	2.80	1999	2.80	2055							2016 -2020	
LYNDHURST	6	DE	09/2017	2.90										2016 -2019	
MAHWAH	6	I	04/2017	3.06	2433									2015 -2019 -->	INCREASE IN YEAR 1 IS BELOW INCREMENT.

	EG / DFG		SETT DATE MO/YR	2018-19		2019-20		2020-21		2021-22		2022-23		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
				INCREASES %	\$	INCREASES %	\$	INCREASES %	\$	INCREASES %	\$	INCREASES %	\$		
MIDLAND PARK	5	GH	09/2016	2.60	1839	2.50	1814							2017-2020	
MOONACHIE	2	B	05/2017	2.75	2060									2016-2019 -->	DUTY-FREE LUNCH WAS SHORTENED BY 2 MINUTES; CHANGE FROM NJ DIRECT 10 TO NJ DIRECT 15 FOR ALL NEW HIRES AND NON-TENURED STAFF; NON-TENURED STAFF CAN ENROLL IN NJ DIRECT 10 AT THEIR OWN COST.
NEW MILFORD	6	FG	04/2018	2.90	1823	2.90	1876							2017-2020	
NORTHVALE	3	FG	06/2016	3.00	2239									2016-2019 -->	EXTENDED TEACHER WORKDAY BY 10 MINUTES.
NORWOOD	3	I	09/2016	3.00	2202									2016-2019	
PALISADES PARK	5	CD	05/2017	2.90										2016-2019	
PARAMUS	7	GH	09/2016	2.90	2230									2016-2019 -->	MOVING TO SEHBP (ESTIMATED 1.5 MILLION IN SAVINGS IN FIRST YEAR).
PARK RIDGE	5	I	06/2017	2.90	2311	2.90	2378							2017-2020	
PASCACK VALLEY REG	8	I	04/2017	3.17	2925	2.77	2637							2017-2020 -->	TEACHERS COVER 2 DUTY PERIODS PER WEEK; ELIMINATION OF HIGHEST 2 TIERS OF LONGEVITY; INSTRUCTION INCREASED BY 7 MINUTES PER DAY; EVENING HOURS FOR GUIDANCE STAFF; EFFICIENCIES FOR PAYROLL PROCESSING DEADLINES; TEACHER COURSE REIMBURSEMENT REQUIRES A "B" OR BETTER.
RAMSEY	6	I	02/2017	2.65		2.90								2016-2020	
RIDGEFIELD	6	DE	06/2017	2.84		2.84								2017-2020 -->	NJ DIRECT 15 BASE PLAN FOR ALL NEW HIRES UNTIL TENURE; 2 MINS. ADD'L TIME FOR ALL H.S. TEACHERS.
RIVER DELL REG	8	I	12/2017	2.70		2.70		2.70						2017-2021 -->	ADD'L DUTY FOR STAFF; CLARIFICATION OF LESSON PLAN PROCEDURES; LANGUAGE CLARIFICATIONS.
RIVER EDGE	1	I	06/2018	2.96	2105	2.95	2160							2017-2020	
ROCHELLE PARK	3	FG	02/2017	2.70	1915									2016-2019 -->	9 MINUTE INCREASE IN INSTRUCTIONAL TIME; 5 MINUTE INCREASE IN PRE-INSTRUCTIONAL DAY DUTY TIME.
RUTHERFORD	6	GH	08/2016	2.25	1708									2016-2019 -->	ELIMINATION OF HEALTH BENEFITS WAIVER INCENTIVE.
SO HACKENSACK	2	CD	06/2017	3.00	2262	2.80	2330							2017-2020	
TEANECK	7	GH	09/2016	2.30	2028									2016-2019 -->	CHANGED HEALTH PLAN FROM DIRECT 10 TO DIRECT 15; MOVING FROM PRIVATE PRESCRIPTION PLAN TO STATE PLAN; CHANGE TO TUITION REIMBURSEMENT.
UPPER SADDLE RIVER	4	J	10/2017	3.25	2335									2017-2019	
WALDWICK	5	GH	06/2017	2.90		2.90								2017-2020 -->	ELIMINATION OF COLUMN ON GUIDE; LANGUAGE CHANGES TO ACCOMMODATE NEW ROTATING BLOCK SCHEDULE AT H.S.; OTHER LANGUAGE CHANGES.
WALLINGTON	5	B	11/2016	2.90	1960									2016-2019	

	EG / DFG	SETT DATE MO/YR	2018-19 INCREASES		2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$	%	\$	%	\$		
WESTWOOD REG	6 GH	11/2017	2.90	2145	2.90	2208							2017-2020	
WOOD-RIDGE	5 FG	09/2017	* 3.47	2328	* 3.03	2104	* 3.03	2167					2017-2021	[*NOTE: FOR CONTRACT YEARS 2, 3 AND 4, SETTLEMENT IS 2.8% PLUS A GUIDE ADJUSTMENT OF \$46,634 (YEAR 2), \$16,763 (YEAR 3), \$17,266 (YEAR 4) WHICH COMPUTES TO AN EFFECTIVE SETTLEMENT RATE OF 3.47% (YEAR 2), 3.03% (YEAR 3), AND 3.03% (YEAR 4)].
WYCKOFF	4 I	05/2017	2.70		2.70								2017-2020	

COUNTY AVERAGE: BERGEN	2.89	2212	2.93	2298	2.93	2135
NUMBER COUNTED:	43	31	22	16	4	3

COUNTY: BURLINGTON

BEVERLY	2 B	07/2017	3.12	1915	3.29	2083							2017-2020 --> MOVE FROM DIRECT 10 TO DIRECT 15.
BURLINGTON TWP	7 FG	12/2016	3.10	2101									2016-2019 --> ONE ADDITIONAL PROFESSIONAL DEVELOPMENT DAY ADDED TO CONTRACTUAL WORK YEAR; STAFF MEMBERS REQUIRED TO COMPLETE 4 HOURS OF SELF-DIRECTED PROFESSIONAL DEVELOPMENT TO COMPLETE MANDATED TRAINING REQUIREMENTS; EFFECTIVE 7/1/17, OFFICE CO-PAY INCREASES FROM \$5 TO \$10 AND ER CO-PAY INCREASES FROM \$25 TO \$50; EFFECTIVE 7/1/18, HEALTH BENEFIT OPT OUT WAIVER PAYMENT CAPPED AT \$8,500.
CINNAMINSON	6 FG	01/2017	3.25	2162	3.25	2232							2017-2020 --> LONGEVITY WAS FROZEN; WORK YEAR INCREASED BY TWO PROFESSIONAL DEVELOPMENT DAYS; INCREASED HEALTH INSURANCE CO-PAYS; CLEANED UP CONTRACT LANGUAGE.
DELANCO	3 CD	02/2018	3.10		3.10								2017-2020 --> MOVED FROM DIRECT 10 TO DIRECT 15 AS BASE PLAN.
DELRAN	6 FG	09/2016	2.70										2016-2019 --> AGREED TO INSERTING NEPTUNE CLAUSE IN CONTRACT.
FLORENCE	5 DE	06/2017	3.00		3.10								2017-2020
LENAPE REG	8 GH	05/2017	3.19		3.19		3.29						2017-2021 --> FLEXIBILITY IN SCHEDULING AND HIRING OF PARAPROFESSIONAL STAFF; ELIMINATED \$10 CO-PAY MEDICAL INSURANCE PLAN.
LUMBERTON	4 FG	06/2017	2.99	2271	3.29	2573							2017-2020 --> ADD'L FACULTY MEETINGS AND ONE IN-SERVICE DAY FOR AIDES.
MANSFIELD	1 DE	09/2016	* 4.50										2016-2019 [*NOTE: 2018-19 SETTLEMENT RATE EFFECTIVE 12/1/2018].
MAPLE SHADE	6 CD	01/2017	3.20		3.30								2017-2020 --> CHANGED HEALTH BENEFIT WAIVER AMOUNT FROM \$5000 TO \$2500; ADD'L 6 MINUTES OF TEACHER TIME; CHANGE OF FMLA LANGUAGE FROM CONSECUTIVE TO CONCURRENT; CHANGE IN USE OF FAMILY SICK DAYS.

	EG / DFG	SETT DATE MO/YR	2018-19		2019-20		2020-21		2021-22		2022-23		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			INCREASES %	\$	INCREASES %	\$	INCREASES %	\$	INCREASES %	\$	INCREASES %	\$		
MEDFORD LAKES	3 I	12/2016	3.40										2016-2019 -->	STAFF AGREED TO DROP MEDICAL PACKAGE FROM PATRIOT V TO FREEDOM 15 WHICH BROUGHT A SAVINGS TO THE DISTRICT, AS WELL AS STAFF, AND HELPED TO FUND THE SETTLEMENT INCREASES.
MOORESTOWN	7 I	05/2016	3.69	2894									2016-2019 -->	ESTABLISHMENT OF A BASE MEDICAL PLAN WITH A \$15 CO-PAY; ALL SPECIALITY MEDICATION MUST BE PURCHASED THROUGH MAIL ORDER; ADD'L DUTY PERIODS; 5 ADD'L SELF-DIRECTED PROFESSIONAL DEVELOPMENT HOURS.
MOUNT LAUREL	4 I	06/2018	3.00		3.00								2017-2020	
PALMYRA	5 DE	05/2017	2.75	1743	2.75	1791							2017-2020 -->	ELIMINATED TEACHER ASSISTANT LONGEVITY; REVISED STIPEND GUIDE, ELIMINATED STEPS, AMOUNTS FLAT FOR LENGTH OF CONTRACT; IMPROVED CONTRACT LANGUAGE THROUGHOUT.
RIVERSIDE	5 B	10/2016	2.90	2135									2016-2019	
RIVERTON	2 GH	09/2016	2.90	2101									2016-2019	
SHAMONG TWP	4 GH	05/2016	3.25	2358									2016-2019 -->	MOVE LEVEL OF HEALTHCARE COVERAGE FROM AETNA FREEDOM 10/NJ DIRECT 10 TO AETNA FREEDOM 15/NJ DIRECT 15.
WILLINGBORO	7 DE	04/2016	2.70	1988	2.75	2079							2015-2020	
WOODLAND TWP	2 DE	06/2017	2.75		3.00								2017-2020	

COUNTY AVERAGE: BURLINGTON	3.13	2167	3.09	2152	3.29
NUMBER COUNTED:	19	10	11	5	1

COUNTY: CAMDEN

BARRINGTON	3 FG	05/2016	3.50	2418									2016-2019	
BELLMAWR	4 B	08/2016	3.00	2143									2016-2019 -->	CHANGE IN LANGUAGE FOR EXTENDED LEAVES OF ABSENCE.
BERLIN BORO	4 DE	12/2016	3.15	2065									2016-2019 -->	ADD'L 15 MINUTES NON-INSTRUCTIONAL TIME; BROKE 2 BUBBLE STEPS ON SALARY GUIDE.
CAMDEN CO ESC	9	12/2016	2.70	1843									2014-2019	
CAMDEN CO VOC	10 V	04/2018	3.00		3.00								2017-2020	
COLLINGSWOOD	6 FG	05/2018	3.10	2097	3.10	2162	3.10	2229					2018-2021 -->	UPDATES TO PART-TIME LANGUAGE; UPDATES TO EVALUATION AND PROFESSIONAL LANGUAGE.
EASTRN CAM CO REG	8 GH	06/2017	3.19	2476	3.09	2474							2017-2020	
GIBBSBORO	2 FG	08/2016	3.20	2347									2016-2019 -->	CHANGE FROM PRIVATE HEALTH PLAN TO SEHBP.
GLOUCESTER CITY	6 B	04/2017	2.00										2016-2019	

	EG / DFG	SETT DATE MO/YR	2018-19 INCREASES		2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$	%	\$	%	\$		
GLOUCESTER TWP	4 DE	06/2018	3.50	2639	3.50	2731	3.50	2827					2018-2021 --> MOVING ALL STAFF FROM DIRECT 10 TO DIRECT 15, PAYING UP TO A \$1500 STIPEND (FAMILY), \$705 (H/W OR P/C), \$500 (SINGLE); ANYONE STAYING IN DIRECT 10 WILL PAY CH. 78 PLUS THE DIFFERENCE IN PLAN PREMIUM.	
HADDON TWP	6 FG	11/2017	2.90	2024	3.00	2155							2017-2020 --> ADD'L 5 MINUTES FROM ELEMENTARY TEACHERS.	
HADDONFIELD	6 J	12/2017	3.00		3.00								2017-2020 --> ELIMINATED DIRECT 10, NEW BASE PLAN IS DIRECT 15; INCREASED CO-PAYS FOR PRESCRIPTION DRUGS, MANDATORY MAIL ORDER FOR MAINTENANCE DRUGS; REOPENER CLAUSE FOR CADILLAC TAX; REDUCED SENIORITY PROTECTION FOR SUPPORT STAFF TRANSFERS; REDUCTION IN SABBATICAL POLICY.	
LAWNSIDE	2 B	11/2016	2.85										2016-2019 --> BOARD WAS ABLE TO NEGOTIATE NEW HEALTH BENEFIT PLANS THAT PRODUCE SAVINGS FOR THE BOARD.	
MAGNOLIA	3 CD	09/2016	2.75	1844									2016-2019 --> HEALTH INSURANCE WAIVER CAP.	
MERCHANTVILLE	2 DE	02/2018	2.95	2161	3.00	2262							2017-2020	
MOUNT EPHRAIM	3 CD	12/2016	3.00	2084									2016-2019 --> INCREASE IN HEALTH BENEFIT CO-PAYS FROM \$5/\$10 TO \$10/\$15.	
OAKLYN	5 CD	04/2018	3.30	2178	3.40	2318							2017-2020 --> ALL STAFF TO REPORT TO EVENING CONFERENCES; STAFF REQUIRED TO ATTEND BACK TO SCHOOL NIGHT; DEVELOPMENT OF NEW, MORE FAIR AND EQUITABLE GUIDES; GOING FROM 4 TO 3 PERSONAL DAYS; MEDICAL OPT-OUT CAPPED AT \$2500.	
PINE HILL	6 B	05/2018	3.00	2186	3.10	2327							2017-2020 --> ADDED 1 ADD'L DAY.	
RUNNEMEDE	4 B	03/2016	3.80										2016-2019 --> TEACHER PREP/PLANNING TIME REDUCED FROM 6 PERIODS PER WEEK TO 5; ADD'L PROFESSIONAL DEVELOPMENT DAY FOR ALL STAFF.	
SOMERDALE	3 CD	06/2016	3.50	2241									2016-2019	
STERLING HS DIST	8 DE	05/2018	3.50	2463	3.40	2477	3.30	2486					2018-2021 --> CHANGED OFFICE VISIT CO-PAY FROM \$5 TO \$15; CHANGED PRESCRIPTION CO-PAY FROM \$10/\$25 TO \$10/\$30; CHANGED EMERGENCY VISIT CO-PAY (IF NOT ADMITTED) FROM \$35 TO \$100.	
STRATFORD	4 DE	12/2017	3.10		3.00								2017-2020	
WATERFORD TWP	1 DE	07/2018	3.10	2148	3.10	2214							2017-2020 --> CURTAIL SUMMER CST HOURS; ELIMINATE FULL HOURLY RATE FOR EXTRA HOURS; ALLOW TEACHERS TO SUPERVISE LUNCH AND RECESS; CONSISTENT HOURLY RATES; REDUCED TUITION REIMBURSEMENT CAP; CERTIFIED STAFF MUST ATTEND BACK TO SCHOOL NIGHT AND EVENING CONFERENCES; ADDED 15 MINUTES INSTRUCTIONAL TIME.	
WINSLOW TWP	7 CD	04/2017	2.90										2016-2019	

	EG / DFG	SETT DATE MO/YR	2018-19 INCREASES		2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$	%	\$	%	\$		
WOODLYNNE	3 B	02/2018	2.95	1845	2.90	1868	2.90	1922	2.85	1944			2017 -2022 -->	STEPS ADDED TO SALARY GUIDE TO REDUCE INCREMENT COST.
<i>COUNTY AVERAGE: CAMDEN</i>			3.08	2178	3.12	2299	3.20	2366	2.85	1944				
<i>NUMBER COUNTED:</i>			25	18	13	10	4	4	1	1				
COUNTY: <u>CAPE MAY</u>														
AVALON/STONE HARBOR	2 FG	06/2016	3.10	2671	3.20	2842							2016 -2020 -->	NEGOTIATED A LOWER COST HEALTH BENEFITS PLAN WITH A HIGHER DEDUCTIBLE; CAPPED PAYOUT FOR ACCUM. SICK TIME AT \$19,500; ADDED 2 HALF DAYS OF INSTRUCTION; [NOTE: JOINT CONTRACT WITH STONE HARBOR].
CAPE MAY CO VOC	10 V	09/2017	3.25	2300									2016 -2019 -->	CHANGED MEDICAL PLAN FROM DIRECT 10 TO DIRECT 15.
CAPE MAY SP SVCS	9	05/2017	2.60	1953	2.60	2004							2017 -2020 -->	EFF. 7/1/17, WORKDAY WILL INCLUDE AN ADD'L 30 MINS. NON-STUDENT CONTACT TIME, 4 DAYS PER WEEK (M-TH); EFF. 7/1/18, THE ADD'L 30 MINS. OF NON-STUDENT CONTACT TIME WILL BE 5 DAYS PER WEEK; NJ DIRECT 15 IS BASE PLAN, EMPLOYEE MUST PAY 100% OF DIFFERENTIAL FOR MORE EXPENSIVE PLAN.
DENNIS TWP	3 CD	05/2017	3.20		3.20								2017 -2020 -->	HIGHER DEDUCTIBLES ON MEDICAL AND PRESCRIPTION.
LOWER CAPE MAY REG	8 B	04/2017	2.75	2186	2.75	2246	2.50	2098					2017 -2021 -->	20% OF A TEACHER'S WEEKLY CUMULATIVE PREP TIME MAY BE DIRECTED AT THE DISCRETION OF THE ADMINISTRATION FOR THE PURPOSE OF PROFESSIONAL DEVELOPMENT AND MEETINGS; REDUCED THE SICK LEAVE REIMBURSEMENT UPON RETIREMENT; ELIMINATED THE ATTENDANCE INCENTIVE AFTER YEAR 3 OF THE CONTRACT.
LOWER TWP	1 B	04/2017	2.75	1918									2016 -2019 -->	NOTIFICATION REQUIREMENTS ON SICK LEAVE PAYOUTS.
NORTH WILDWOOD	2 A	05/2017	2.80		2.80								2017 -2020 -->	ADD'L TIME IN THE MORNING; CHANGE OF PAYROLL PERIODS FROM BI-WEEKLY TO BI-MONTHLY; MINOR LANGUAGE CHANGES.
OCEAN CITY	6 DE	05/2017	2.80	2443	2.80	2511							2017 -2020 -->	ADD'L TIME FOR STAFF MEETINGS, INCREASE OF TWO TO FOUR PER MONTH; OPT OUT PAYMENTS FOR HEALTH INSURANCE CUT IN HALF; ALL MEMBERS WILL MOVE FROM NJSEHBP10 TO NJSEHBP15 FOR THE "BASE PLAN".
UPPER TWP	4 FG	06/2016	2.50	1835									2016 -2019 -->	INCREASED WORK WEEK TO 37.5 HOURS, UP FROM 35 HOURS; ADD'L LOWER COST HEALTH PLAN AS OPTION.
WILDWOOD CREST	2 B	06/2017	2.75	1942	2.75	1995							2017 -2020	
WOODBINE	2 A	05/2017	2.30	1446	2.20	1415							2017 -2020	

<i>COUNTY AVERAGE: CAPE MAY</i>	2.80	2077	2.79	2169	2.50	2098							
<i>NUMBER COUNTED:</i>	11	9	8	6	1	1							

COUNTY: CUMBERLAND

COMMERCIAL TWP	3	A	05/2016	2.50	1645							2016-2019 --> STAFF REQUIRED TO PAY DIFFERENCE IF SELECTING HIGHER PREMIUM HEALTH CARE PACKAGE.
DOWNE TWP	2	A	10/2017	2.70	1740	2.70	1787					2017-2020 --> 1 ADD'L STAFF DEVELOPMENT DAY; BASE MEDICAL PLAN CHANGED FROM PPO10/HMO10 TO PPO15/HMO15.
FAIRFIELD TWP	3	A	04/2017	2.25								2016-2019
GREENWICH TWP	2	CD	06/2016	2.25								2016-2019
LAWRENCE TWP	3	A	03/2018	3.25	2199	3.25	2270	3.25	2344			2018-2021
STOW CREEK	2	CD	06/2016	3.00								2016-2019

<i>COUNTY AVERAGE: CUMBERLAND</i>	2.66	1861	2.98	2029	3.25	2344							
<i>NUMBER COUNTED:</i>	6	3	2	2	1	1							

COUNTY: ESSEX

BLOOMFIELD	7	DE	05/2016	2.85								2016-2019
CALDWELL-W CALDWELL	6	I	06/2018	3.10	2197	2.95	2155	2.95	2219			2018-2021 --> THE BASE PLAN (PRIVATE PLAN WITH HORIZON) CHANGED FROM \$10 CO-PAY TO \$15 CO-PAY; OUT-OF-NETWORK COVERAGE CHANGED FROM 80%/20% TO 70%/30%; EMERGENCY ROOM VISIT CO-PAY INCREASED FROM \$25 TO \$50; OPHTHAMOLOGY COVERAGE CHANGED FROM HORIZON TO DAVIS VISION (ANNUAL SAVINGS TO BOARD FROM THE HEALTH CHANGES AMOUNTED TO APPROX. 1.35% OF THE BASE); CHANGE IN H.S. SCHEDULE FROM TRADITIONAL TO BLOCK SCHEDULING.
CEDAR GROVE	5	I	02/2017	2.85	1940	2.80	1961					2017-2020
ESSEX CO VOC	10	V	09/2016	2.50	1871							2016-2019
FAIRFIELD	1	GH	04/2017	2.25								2016-2019
GLEN RIDGE	6	I	04/2017	2.70								2016-2019 --> INCREASED MEDICAL DEDUCTIBLES.
IRVINGTON	7	A	06/2017	3.00	2480							2016-2019 --> MIGRATED FROM A PRIVATE MEDICAL PLAN TO THE SEHBP.
LIVINGSTON	7	I	04/2017	2.90	2463	2.85	2491					2017-2020 --> DIRECT 15 IS BASE PLAN FOR HEALTH INSURANCE, MEMBERS COULD BUY-UP TO DIRECT 10 AT 100% OF THE COST DIFFERENTIAL; ALL NON-TENURED STAFF MUST COMPLETE 10 HOURS OF PROFESSIONAL DEVELOPMENT UNDER THE DIRECTION OF THE SUPERINTENDENT AND/OR ASST. SUPT.

	EG / DFG	SETT DATE MO/YR	2018-19 INCREASES		2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$	%	\$	%	\$		
NEWARK	7 A	04/2017	2.95										2015 -2019 -->	PARTIES AGREED TO A CONTRACT RE-OPENER TO DISCUSS SALARY INCREASES ONLY FOR 2018-19 FISCAL YEAR; EMPLOYEES HIRED AFTER 5/15/17 ARE NOT ELIGIBLE TO EARN LONGEVITY; REDUCED NUMBER OF ANNUAL SICK DAYS FROM 15 DAYS TO 12; ALL MEMBERS WHO WERE IN PPO 10, 15, OR 15/25 SHALL BE MOVED INTO THE AETNA DIRECT 20/20 PLAN; EFF. 7/1/17, DISTRICT WILL NO LONGER OFFER HEALTH BENEFIT WAIVER.
ORANGE	7 A	04/2018	5.00	3142	7.00	4619	6.00	4236					2018 -2021 -->	20 ADD'L MINUTES ADDED ONTO THE DAY FOR SECONDARY SCHOOLS (M.S. AND H.S.) IN 2018-19; 25 ADD'L MINUTES ADDED ONTO THE DAY, OVER AND ABOVE 2018-19 YEAR, FOR ALL SCHOOLS; INCREASING TEACHER PAY OVER 3 YEARS TO BECOME MORE COMPETITIVE.
WEST ESSEX REG	8 I	08/2017	2.59	2027	2.55	2047							2017 -2020	
WEST ORANGE	7 GH	05/2017	* 2.60		* 2.60								2015 -2020 -->	SOME RESTRICTIONS FOR ADVANCEMENT ON GUIDE FOR THOSE WHO WERE ON UNPAID LEAVE; REDUCED DISTRICT CAP ON TUITION REIMBURSEMENT BY \$50,000; HEALTH BENEFITS PLANS WILL BE DIRECT ACCESS 10/20 AND HIGH DEDUCTIBLE PLAN AND ELIMINATED PRESCRIPTION REIMBURSEMENT; REDUCED HEALTH BENEFIT WAIVER INCENTIVE; [*NOTE: IN ADDITION TO INCREASES NOTED, \$75,600 PER EACH YEAR OF AGREEMENT WILL BE ADDED FOR SALARY GUIDE DEVELOPMENT].

COUNTY AVERAGE: ESSEX	2.94	2303	3.46	2655	4.48	3228
NUMBER COUNTED:	12	7	6	5	2	2

COUNTY: GLOUCESTER

DELSEA REGIONAL	8 DE	09/2017	2.75	2096	2.75	2154	2.75	2213	2.75	2274			2017 -2022 -->	CHANGES REGARDING TEACHER'S AIDES: NO MORE THAN 2 EVENING ACTIVITIES, REQUIRED TO ATTEND PROF. STAFF MEETINGS BEFORE AND AFTER REGULAR TEACHING HOURS, REQUIRED TO ATTEND PARENT-TEACHER NIGHTS, OPEN HOUSE AND SIMILAR SCHOOL ACTIVITIES (MAX. 2 PER YEAR).; PAY DATES NOW THE 15TH AND 30TH OF THE MONTH.
EAST GREENWICH	1 FG	04/2018	2.90		2.90								2017 -2020	
GATEWAY REG	8 CD	09/2014	2.10	1610									2014 -2019 -->	INCREASED TEACHER WORK YEAR BY 1 ADD'L INSTRUCTIONAL DAY IN 2015-16; HEALTH INSURANCE WAIVER INCENTIVE NOW SET AT FLAT DOLLAR AMOUNT; EXTRA-CURRICULAR STIPENDS FROZEN IN YEAR 1, 2.5% IN EACH YEAR OF THE REMAINING FOUR YEARS.

	EG / DFG	SETT DATE MO/YR	2018-19 INCREASES		2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$	%	\$	%	\$		
GLASSBORO	6 B	09/2016	2.70		2.70								2017-2020	
GLOUCESTER COUNTY V	10	04/2018	3.00	2072	3.00	2134	3.00	2198					2018-2021 -->	ALL HEALTH INSURANCE WAIVER PAYMENTS TO EMPLOYEES WERE ELIMINATED.
GREENWICH TWP	3 DE	10/2016	2.80	1867									2016-2019 -->	INCREASED THE WORKDAY FROM 7.25 HOURS TO 7.33 HOURS.
MANTUA	1 FG	05/2017	3.00	1544	3.00	1591							2017-2020 -->	DOCTOR NOTE REQUIRED IF SICK AND MISS AN IN-SERVICE DAY.
NATIONAL PARK	1 B	05/2017	2.75	1952	2.75	2006							2017-2020 -->	LONGEVITY ELIMINATED FOR THOSE HIRED AFTER 6/30/17; DECREASED PREP TIME BY 10 MINUTES PER WEEK.
PAULSBORO	5 A	03/2017	3.83		3.83		3.83						2016-2021	[*NOTE: TEACHERS RECEIVE 0% INCREASE IN 2016-17].
PITMAN	5 FG	04/2015	2.30	1683									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.
SOUTH HARRISON	1 FG	09/2017	2.81	1698	2.92	1814							2017-2020	
SWEDESBORO-WOOLWIC	1 DE	01/2017	2.75	1752									2016-2019 -->	NON-TENURE TEACHERS, PARAPROFESSIONALS, AND ALL NEW HIRES MUST MOVE TO A 30/30 MEDICAL CO-PAY WITH A FEW DEDUCTIBLE ITEMS; 10/20 WITH NO DEDUCTIBLE IS THE CURRENT PLAN; ALL EMPLOYEES MOVE FROM A 5/10/0 MAIL ORDER PRESCRIPTION PLAN TO A 15/30/1X MAIL ORDER PLAN; VARIOUS ADJUSTMENTS IN PROFESSIONAL DEVELOPMENT TIME INCLUDING FLEXIBLE HOURS AND DEDICATED PLC TIME.
WASHINGTON TWP	7 FG	12/2016	3.00	2160									2016-2019 -->	CAP ON TUITION REIMBURSEMENT.
WENONAH	1 I	12/2016	3.00	2278									2016-2019 -->	REDUCTION IN TUITION REIMBURSEMENT IN ALL YEARS; CHANGE IN SEHBP COVERAGE, NO LONGER OFFERING AETNA FREEDOM 10 OR NJ DIRECT 10; DELETION OF THE IR&S STIPENDS.
WEST DEPTFORD	6 DE	10/2016	2.65										2016-2019 -->	REDUCED HEALTH INSURANCE OPT OUT FROM \$5000 TO \$1000 OVER THE TERM OF THE CONTRACT.
WESTVILLE	1 B	04/2015	2.51	1873	2.51	1920							2015-2020 -->	1 ADD'L PROFESSIONAL DEVELOPMENT DAY.
WOODBURY HEIGHTS	1 FG	01/2018	2.80		2.85								2017-2020 -->	REDUCED STAFF LUNCH BY 5 MINUTES FOR CLASS TIME.

COUNTY AVERAGE: GLOUCESTER	2.80	1882	2.92	1937	3.19	2206	2.75	2274
NUMBER COUNTED:	17	12	10	6	3	2	1	1

COUNTY: HUDSON

BAYONNE	7 CD	05/2018	3.30	2760	3.30	2851	3.30	2945					2017-2021 -->	EFF. 9/1/18, ALL NEW TEACHERS ARE NOW IN DIRECT 15.
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	EG / DFG	SETT DATE MO/YR	2018-19		2019-20		2020-21		2021-22		2022-23		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			INCREASES %	\$	INCREASES %	\$	INCREASES %	\$	INCREASES %	\$	INCREASES %	\$		
GUTTENBERG	4 B	09/2016	2.75										2016-2019 -->	ADD'L TIME ADDED TO SCHOOL DAY.
HOBOKEN	6 FG	06/2016	3.50										2016-2019	
HUDSON CO VOC	10 V	11/2014	2.25										2014-2019	[*NOTE: 2.00% FOR 2017-18, 2.25% FOR 2018-19]
JERSEY CITY	7 B	03/2018	2.75										2017-2019 -->	ELIMINATED HEALTH INSURANCE WAIVER INCENTIVE; INCREASED PRESCRIPTION CO-PAYS BY \$5; CHANGED HEALTH CARE PLAN SAVING APPROX. \$5 MILLION.
NORTH BERGEN	7 B	05/2017	3.10										2016-2019	
SECAUCUS	6 DE	08/2017	2.80	2064	2.80	2122							2017-2020 -->	CHANGED MEDICAL DEDUCTIBLE FROM \$10 TO \$15 FOR COST SAVINGS; REDUCED WAIVER PAYOUT NOT TO EXCEED \$4000 (WAS \$5000) AND PASSING SAVINGS ONTO EMPLOYEES COVERED BY HEALTH PLAN.
WEEHAWKEN	5 CD	11/2017	3.04	1908	3.15	2038							2017-2020 -->	SWITCHED FROM DIRECT 10 TO DIRECT 15 FOR ALL EMPLOYEES; OPT OUT HEALTH BENEFIT PAYMENT CAPPED AT MAX. OF \$3500; INCREASED PRESCRIPTION CO-PAYS TO \$25 SPECIALTY DRUGS, \$10 NAME BRAND, \$5 GENERIC; EXTRA PROFESSIONAL DEVELOPMENT DAYS ADDED.

COUNTY AVERAGE: HUDSON	2.94	2244	3.08	2337	3.30	2945
NUMBER COUNTED:	8	3	3	3	1	1

COUNTY: HUNTERDON

ALEXANDRIA	3 GH	03/2017	2.50		2.25								2017-2020 -->	LONGER SCHOOL DAY, INCREASED STUDENT CONTACT TIME; APPROXIMATELY 25% REDUCTION IN WAIVER AMOUNTS.
CLINTON-GLEN GARDNER	3 I	06/2017	3.00	2200	3.00	2266							2017-2020	
EAST AMWELL	3 I	07/2017	2.80	2039	2.80	2096							2017-2020 -->	1 ADD'L DAY FOR PROFESSIONAL DEVELOPMENT (WORK YEAR NOW 186 DAYS).
FLEMGTN RARITAN REG	4 I	08/2017	2.90		2.90		2.80						2017-2021 -->	CAPPED HEALTH BENEFIT WAIVER AT \$5000.
FRANKLIN TWP	2 I	06/2017	2.50	1752	2.50	1796							2017-2020	
FRENCHTOWN	2 FG	08/2017	2.53	1742	2.53	1786							2016-2020 -->	1 HOUR ADD'L TIME FOR FACULTY MEETINGS OVER THE COURSE OF THE SCHOOL YEAR; MINOR LANGUAGE CHANGES.
HAMPTON	2 DE	03/2018	2.50		2.60		2.70						2018-2021 -->	ELIMINATED LONGEVITY FOR EMPLOYEES HIRED 7/1/18 OR LATER; ELIMINATED THE ONCE A WEEK EARLY DISMISSAL OF STUDENTS FOR STAFF PROFESSIONAL DEVELOPMENT, NOW FULL SCHOOL DAY.

	EG / DFG	SETT DATE MO/YR	2018-19		2019-20		2020-21		2021-22		2022-23		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			INCREASES %	\$	INCREASES %	\$	INCREASES %	\$	INCREASES %	\$	INCREASES %	\$		
HUNT CENTRAL REG	8 I	03/2017	2.80	2101									2015 -2019 -->	TEACHERS HIRED AFTER RATIFICATION MAY BE REQUIRED TO TEACH 6 BLOCKS OVER 2 DAYS (CURRENTLY, SOME TEACH 5 AND SOME TEACH 6); STANDARDIZED HEALTH BENEFITS WAIVER PAYMENT FOR MEDICAL AND PRESCRIPTION TO BE \$5000 (FAMILY), \$4000 (2-ADULT), \$3000 (PARENT/CHILDREN), \$2000 (SINGLE); STANDARDIZED WAIVER FOR DENTAL WILL BE \$300 (FAMILY), \$200 (2-ADULT OR PARENT/CHILDREN), \$100 (SINGLE).
KINGWOOD	3 FG	02/2017	2.60	1705	2.60	1750							2017 -2020 -->	TIERED RATES FOR TRAINING VERSUS ESY.
LEBANON BORO	1 I	05/2018	3.50	2036	3.50	2107	3.50	2181					2018 -2021 -->	LONGEVITY WAS CHANGED TO 25+ YEARS (WAS 20 YEARS); MATERNITY PAID LEAVE OF ABSENCE CAPPED AT MAXIMUM OF 40 SICK DAYS (PRIOR LANGUAGE ALLOWED TEACHERS TO USE ANY AND ALL OF THEIR ACCUMULATED SICK DAYS).
LEBANON TWP	4 I	06/2017	3.00		3.00								2017 -2020 -->	IMPLEMENTING HEALTH INSURANCE WAIVER INCENTIVE OF \$2000 ANNUALLY; INCREASED TEACHERS WORK YEAR BY ONE DAY (TO 184 DAYS); TEACHERS WORKDAY INCREASED BY 15 MINS. (TO 7 HOURS); INCREASED AFTER SCHOOL FACULTY MEETINGS FROM 10 MEETINGS TO 18.
MILFORD	2 FG	09/2017	2.75	1652	2.65	1636							2017 -2020 -->	1 ADDITIONAL WORKDAY.
READINGTON	4 I	05/2018	2.70	1914	2.80	2038							2017 -2020 -->	TEACHER WORKDAY INCREASED BY 5 MINUTES FOR SAFETY/SECURITY REASONS; GUIDANCE COUNSELORS WORK IN SUMMER IS NOT MANDATORY ANY LONGER, BUT RATHER BASED ON NEEDS OF DISTRICT (IF POSTED, MUST BE 5 CONSECUTIVE DAYS).
TEWKSBURY TWP	3 J	06/2016	3.00										2016 -2019	

COUNTY AVERAGE: HUNTERDON	2.79	1905	2.76	1934	3.00	2181
NUMBER COUNTED:	14	9	12	8	3	1

COUNTY: MERCER

EAST WINDSOR REG	7 GH	05/2016	2.70										2015 -2019 -->	HEALTH BENEFIT WAIVERS ELIMINATED FOR NEW EMPLOYEES; LOWER COST HEALTH PLAN IS THE ONLY OPTION FOR NEW EMPLOYEES FOR THEIR FIRST FOUR YEARS.
EWING	7 DE	01/2017	2.69										2016 -2019	
LAWRENCE TWP	7 GH	06/2017	2.75	1954	2.80	2044							2017 -2020 -->	INCREASED ER CO-PAY FROM \$50 TO \$100; EFF. 7/1/17, REDUCED HEALTH INSURANCE WAIVER INCENTIVE FROM 25% OF PREMIUM TO 20% OF THE BOARD'S SHARE OF PREMIUM; EFF. 7/1/18, FURTHER REDUCED TO 17.5%.

	EG / DFG	SETT DATE MO/YR	2018-19 INCREASES		2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$	%	\$	%	\$		
ROBBINSVILLE TWP	6 I	09/2017	3.99	2618	3.95	2696							2017-2020 -->	REDUCED HEALTH BENEFIT WAIVER AMOUNT BY HALF.
W WINDSR-PLAINSBORO	7 J	06/2016	2.90	2320	2.90	2387							2016-2020 -->	ESTABLISHED THREE TIER PRESCRIPTION BENEFIT; INCREASED PRESCRIPTION CO-PAYS FROM \$10 GENERIC, \$20 BRAND NAME, 2X APPLICABLE CO-PAY FOR 90 DAY MAIL ORDER TO \$10 GENERIC, \$35 PREFERRED BRAND NAME, \$50 NON-PREFERRED BRAND NAME, 2X APPLICABLE CO-PAY FOR 90 DAY MAIL ORDER; [NOTE: IN MAY 2018, THE 2016-19 CONTRACT WAS EXTENDED BY ONE YEAR; LANGUAGE CHANGES REGARDING MOVING OUT OF STATE PLAN, MOVING DENTAL INSURANCE, AND PLACED A CAP ON INSURANCE WAIVER INCENTIVE OF \$5000).

COUNTY AVERAGE: MERCER	3.01	2297	3.22	2376
NUMBER COUNTED:	5	3	3	3

COUNTY: MIDDLESEX

CARTERET	7 B	06/2016	3.89	3002	4.10	3287							2016-2020 -->	INCREASED STARTING SALARY BY 4.477% IN AN EFFORT TO RETAIN NEW HIRES; STUDENT CONTACT TIME WAS REVIEWED AND AGREED FOR THE M.S. AND H.S.
CRANBURY	3 J	08/2017	3.00		2.80								2017-2020 -->	INCREASED COST OF ER CO-PAY; CLEANED UP BUBBLES ON GUIDE; MUST REMAIN IN DISTRICT 2 YEARS AFTER TUITION REIMBURSEMENT OR REPAY DISTRICT.
DUNELLEN	5 FG	02/2017	2.70	1791	2.60	1771							2017-2020 -->	CHANGE IN NUMBER OF NIGHT DUTIES; VARIOUS LANGUAGE ITEMS.
EDISON	7 GH	09/2017	2.90	2498	2.96	2623							2017-2020 -->	INCREASED PHYSICIAN SPECIALISTS CO-PAY FROM \$10 TO \$15, EMERGENCY ROOM CO-PAY FROM \$25 TO \$50, OUT-OF-NETWORK DEDUCTIBLES FROM \$100/\$200 TO \$125/\$250; INCREASED PRESCRIPTION CO-PAYS FROM \$3/\$10 TO \$5/\$15 AND MANDATORY MAIL ORDER FOR SPECIALTY MEDICATIONS; IMPLEMENTATION OF HORIZON OMNIA HEALTH PLAN, WHICH IS MANDATORY FOR NEW HIRES AND ANY NON-TENURED MEMBERS REQUESTING HEALTH BENEFITS FOR THE FIRST TIME (MUST STAY ON PLAN FOR 12 MONTHS); OMNIA IS OPTIONAL FOR ALL OTHER MEMBERS AND ANYONE WHO IS ON THE OMNIA PLAN DROP TO TIER II FOR CONTRIBUTIONS.
ESC OF NEW JERSEY	9	08/2016	2.90	1860									2016-2019	
HIGHLAND PARK	5 GH	06/2017	3.00	2079	3.00	2141							2017-2020 -->	NEW HIRES LIMITED TO MEDICAL BENEFITS IN NJ DIRECT 15 ONLY.
METUCHEN	6 I	08/2017	3.69		3.02								2017-2020	

	EG / DFG	SETT DATE MO/YR	2018-19 INCREASES		2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$	%	\$	%	\$		
MILLTOWN	3 FG	05/2018	3.95	2240	3.35	1975	3.35	2041					2018 -2021 -->	PRIOR APPROVAL REQUIRED FOR PERSONAL DAYS; ELIMINATED HEALTH BENEFIT WAIVER FOR NEW EMPLOYEES.
NEW BRUNSWICK	7 A	03/2017	2.50	1874									2016 -2019 -->	NEGOTIATED COST SAVINGS IN SELF-INSURED HEALTH PLAN; 10 MORE MINUTES FOR TEACHERS AT END OF DAY.
NO BRUNSWICK	7 FG	06/2016	3.00										2016 -2019 -->	CHANGED HEALTH PLAN FROM AETNA 20 TO AETNA 50 (BOARD PAYS FOR A DIFFERENCE CARD THAT PAYS FOR CO-PAYS OVER \$20).
OLD BRIDGE	7 FG	09/2017	2.62	1696									2017 -2019	
PISCATAWAY TWP	7 GH	05/2017	2.80	2127	2.80	2186							2017 -2020	
SAYREVILLE	7 DE	11/2017	4.66	3272	3.61	2653							2017 -2020 -->	REDUCED HEALTH BENEFIT WAIVER; ELIMINATION OF DUAL COVERAGE/WAIVER AND COVERAGE FOR SPOUSES WITHIN DISTRICT.
SOUTH PLAINFIELD	7 FG	09/2017	2.99	2202	2.99	2268							2017 -2020 -->	SOME MINOR LANGUAGE CHANGES.
SOUTH RIVER	6 CD	10/2017	2.75										2017 -2019 -->	ONE YEAR FREEZE OF ALL STIPENDS; RESTRICTIONS ON TIMING OF VACATION AND BEREAVEMENT LEAVE USE; [*NOTE: DELAYED IMPLEMENTATION OF SALARY GUIDES EACH YEAR RESULTED IN EFFECTIVE SETTLEMENT RATE OF 2.06% IN 1ST YEAR, 2.20% IN 2ND YEAR].
SPOTSWOOD	6 DE	02/2018	2.75		2.75		2.75		2.75				2017 -2022	

COUNTY AVERAGE: MIDDLESEX	3.13	2240	3.09	2363	3.05	2041	2.75
NUMBER COUNTED:	16	11	11	8	2	1	1

COUNTY: MONMOUTH

ASBURY PARK	6 A	08/2017	3.00	2435	3.00	2508							2017 -2020 -->	BOARD ADDED AN ADD'L PROFESSIONAL DAY; ASSOCIATION AGREED TO CONVERT 5 PREP PERIODS PER YEAR FOR ALL STAFF TO BE PROFESSIONAL DEVELOPMENT AT THE SUPT'S DISCRETION.
BELMAR	3 DE	02/2016	3.10	2082									2016 -2019 -->	BASE MEDICAL PLAN WAS CHANGED FROM DIRECT 10 TO DIRECT 15; PRESCRIPTION PLAN CHANGED FROM 2 TIER TO 3 TIER.
BRADLEY BEACH	2 CD	05/2016	2.85	1852									2016 -2019 -->	CHANGE IN UNUSUED FAMILY ILLNESS DAYS CARRIED OVER; CHANGED THE RETURN TO WORK ALLOWANCE FOLLOWING A MATERNITY LEAVE FROM THREE YEARS TO TWO YEARS; DEFINING THE TEACHING DAY BY ACTUAL HOURS INSTEAD OF A HARD START AND END TIME.
BRIELLE	3 GH	10/2017	2.50	1670									2017 -2019	
DEAL	2 GH	08/2017	3.30	1974	3.50	2162							2017 -2020	

	EG / DFG	SETT DATE MO/YR	2018-19		2019-20		2020-21		2021-22		2022-23		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			INCREASES %	\$	INCREASES %	\$	INCREASES %	\$	INCREASES %	\$	INCREASES %	\$		
FAIR HAVEN	4 I	07/2016	3.00	1961									2016-2019 -->	HEALTH BENEFITS BASE PLAN TO BE POS; ADD'L 15 MINUTE OF INSTRUCTION PER SCHOOL DAY.
FARMINGDALE	2 DE	02/2016	2.25	1399									2016-2019 -->	INCREASED PUPIL CONTACT TIME TO 350 MINUTES.
FREEHOLD BORO	4 B	08/2017	4.25	2717	4.25	2832							2017-2020	
FREEHOLD REG	8 GH	06/2015	2.50	2196	2.50	2251							2015-2020 -->	REVISED SCHEDULE LIMITATIONS TO ALLOW FOR BLOCK SCHEDULING; 50% REDUCTION OF LONGEVITY AMOUNTS FOR ALL FUTURE SUPPORT STAFF.
FREEHOLD TWP	4 GH	05/2016	2.88										2017-2019 -->	BOARD SAVED OVER \$2 MILLION IN HEALTH BENEFITS SAVINGS, INCLUDING PRESCRIPTION CHANGES; ALL NEW MEMBERS MUST ENROLL IN THE EPO PLAN FOR THE FIRST 4 YEARS OF THEIR EMPLOYMENT; TA'S NOW PAY AN AVERAGE OF 9% FOR HEALTH BENEFITS (WAS AN AVERAGE OF 4%) AND ALL TA'S WENT TO THE EPO PLAN VERSUS THE DIRECT 15 PLAN WHICH SAVED 26% PER PERSON [NOTE: 2016-17 CONTRACT SETTLED SAME TIME AS 2017-19].
HAZLET TWP	6 DE	06/2016	3.16	2270	2.98	2208							2016-2020 -->	MODIFICATIONS TO HEALTH INSURANCE WAIVER AMOUNTS; SECOND ALTERNATIVE MEDICAL INSURANCE OPTION.
HOLMDEL TWP	6 I	12/2016	3.00	2470									2016-2019 -->	FMLA/NJFLA RUNNING CONCURRENTLY BEGINNING IN YEAR 3 OF THE CONTRACT; CHANGES TO WHEN EXTRA HELP IS HELD AT THE H.S.; TEACHERS PROFESSIONAL DEVELOPMENT COURSES MUST BE FROM AN ACCREDITED INSTITUTION OR PROGRAM TO BE ELIGIBLE FOR REIMBURSEMENT.
HOWELL TWP	4 FG	04/2016	3.01	2432	3.01	2503	3.00	2570					2016-2021	
KEANSBURG	5 A	11/2017	3.00	2123	3.00	2186							2017-2020	
KEYPORT	5 CD	04/2016	3.03	2174									2014-2019 -->	[*NOTE: WAGE FREEZE IN 2014-15].
LITTLE SILVER	4 J	06/2018	2.50		2.90		2.90						2018-2021	
LONG BRANCH	7 B	05/2017	3.10	2048	3.10	2112							2017-2020	
MANALAPAN-ENGL TOWN	4 GH	05/2017	2.90		3.00								2017-2020 -->	CHANGE IN HOW PARENT-TEACHER CONFERENCES ARE CONDUCTED.
MARLBORO TWP	4 I	05/2017	2.80		2.85								2017-2020	
MONMOUTH BEACH	2 I	06/2017	2.75	1866	2.75	1917							2017-2020 -->	HEALTH BENEFITS CHANGED FROM DIRECT 10 TO DIRECT 15.
MONMOUTH CO VOC	10 V	09/2017	3.00	1938	3.00	1996							2017-2020 -->	NEW LANGUAGE IN GRIEVANCE POLICY; SWITCHED BASE MEDICAL PLAN TO NJ DIRECT 15, WHICH SAVED THE BOARD MONEY.
MONMOUTH REG	8 GH	07/2017	2.75	1970	2.75	2025							2017-2020 -->	ALL TEACHERS MUST ATTEND AND PARTICIPATE IN GRADUATION; MOVEMENT TO BLOCK SCHEDULING IN 2018-19.
MONMOUTH-OCEAN ESC	9	05/2016	3.00										2016-2019	

	EG / DFG	SETT DATE MO/YR	2018-19 INCREASES		2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$	%	\$	%	\$		
NEPTUNE CITY	2 CD	01/2018	4.75	3390	4.50	3364							2017-2020 -->	DIRECT 15 BECOMES THE BASE INSURANCE PLAN, TEACHERS MAY CHOOSE ANOTHER PLAN WITH A HIGHER PREMIUM, BUT PAYS THE DIFFERENCE IN PREMIUM.
NEPTUNE TWP	7 CD	03/2017	3.20	2123	3.20	2191							2015-2020 -->	CHANGE IN MEDICAL PLAN; STRATEGIC CHANGES TO SALARY GUIDES; ELIMINATION OF DISTRICT-PAID MENTORING FEES; INCREASED PROFESSIONAL DEVELOPMENT DAYS; (*NOTE: NO INCREASE AND NO STEP MOVEMENT IN FIRST YEAR OF CONTRACT).
RED BANK REG	8 FG	09/2016	2.90	2141									2016-2019 -->	ADD'L 30 MINUTES PER WEEK FOR INSTRUCTIONAL ASSISTANCE; NEW EMPLOYEES WILL BE ENROLLED IN DIRECT 15 HEALTH BENEFIT PLAN, ALL OTHERS REMAIN IN DIRECT 10.
RUMSON-FAIRHAVEN RG	8 J	06/2016	2.65										2016-2019 -->	CHANGES IN HEALTH BENEFITS; ADD'L BEFORE AND AFTER SCHOOL COVERAGE.
SEA GIRT	2 I	07/2017	2.80	1996	2.75	2015							2017-2020	
SHORE REG	8 GH	12/2016	2.50	1973	2.70	2184							2016-2020 -->	CHANGED CO-PAY FROM \$5 TO \$15; INTRODUCE HORIZONS OMNIA PLAN; 1 ADD'L EVENING PER YEAR.
SHREWSBURY BORO	3 I	03/2018	3.00	1988	3.00	2048							2017-2020	
SPRING LAKE HTS	2 FG	06/2018	3.00		3.00		3.00						2018-2021	
UNION BEACH	4 CD	09/2017	3.20	1898	3.20	1959							2017-2020 -->	INCREASED TEACHER WORK YEAR FROM 184 TO 186 DAYS; AMENDED TUITION REIMBURSEMENT TO 50% OF CURRENT RATE PER CREDIT FOR RUTGERS, BUT NOT GREATER THAN \$150 PER CREDIT HOUR; CHANGE 3 PERSONAL DAYS AND 3 FAMILY ILLNESS DAYS TO A TOTAL OF 5 PERSONAL TIME OFF (PTO) DAYS.
WALL TWP	7 GH	06/2017	* 2.26	1555									2016-2019 -->	CHANGED HEALTH PLANS FROM DIRECT 10 TO DIRECT 15; [*NOTE: STAFF RECEIVED INCREMENT ONLY EACH YEAR OF THE AGREEMENT - NO CHANGES TO RATES FROM THE 2015-16 SALARY GUIDE].
WEST LONG BRANCH	3 FG	11/2017	3.00		3.00								2017-2020 -->	INCREASED OFFICE VISIT CO-PAY FROM \$5 TO \$15; INCREASED ER CO-PAY FROM \$25 TO \$50; 30 VISIT ANNUAL LIMIT ON CHIROPRACTIC VISITS (WAS UNLIMITED).

COUNTY AVERAGE: MONMOUTH	2.97	2102	3.09	2262	2.97	2570
NUMBER COUNTED:	34	26	22	17	3	1

COUNTY: MORRIS

BOONTON TWP	3 I	11/2016	2.88	2124									2016-2019 -->	MODIFICATION OF EXISTING PRIVATE HEALTH PLAN TO INCREASE CO-PAYS RESULTING IN SIGNIFICANT PREMIUM SAVINGS.
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	EG / DFG	SETT DATE MO/YR	2018-19 INCREASES		2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$	%	\$	%	\$		
BUTLER	5 DE	08/2017	3.00	2179	3.00	2244							2017-2020 -->	MOVING FROM DIRECT 10 TO DIRECT 15; MOVING FROM PRIVATE PRESCRIPTION PLAN TO STATE PRESCRIPTION PLAN.
CHATHAMS SCHOOL DIS	7 J	06/2016	2.75	2107									2016-2019 -->	ELIMINATING TRADITIONAL PLAN; ADDING TWO LOWER-PRICED PLANS, INCLUDING A HIGH DEDUCTIBLE PLAN; REDUCED HEALTH INSURANCE WAIVER INCENTIVE; WORK YEAR NOW 187 DAYS (184 STUDENT DAYS); M.S. SCHOOL DAY INCREASED BY 11 MINUTES; CHANGES TO CURRICULUM WRITING.
CHESTER TWP	4 J	10/2016	2.75	1947									2016-2019 -->	ENHANCED DENTAL PLAN BEING PHASED-OUT, CURRENT ENROLLEES ARE GRANDFATHERED (NO ADD'L STAFF MAY SELECT PLAN).
DENVILLE	4 I	06/2017	3.21	2158	3.19	2218							2017-2020 -->	MOVING EMPLOYEES TO DIRECT 15 (EMPLOYEES CAN BUY UP TO DIRECT 10 AT OWN EXPENSE); CAP ON TUITION REIMBURSEMENT SET AT \$50,000 ANNUALLY.
HARDING TWP	2 J	05/2017	2.60	1747	2.60	1792							2017-2020 -->	PRESCRIPTION SAVINGS.
KINNELON	6 I	04/2017	2.75	2190									2016-2019 -->	CHANGE IN BENEFITS: INCREASED CO-PAY, INCREASED OUT-OF-NETWORK DEDUCTIBLES, AND REDUCTION OF SHORT TERM THERAPIES FROM UNLIMITED TO 60 VISITS/BENEFIT PERIOD; LANGUAGE CHANGES.
LINCOLN PARK	4 FG	06/2017	2.75	1911	2.80	1999							2017-2020	
MADISON	6 I	07/2016	2.50										2016-2019 -->	MOVED FROM NJ DIRECT 10 INTO NJ DIRECT 15
MENDHAM TWP	4 J	01/2018	3.00	2135	3.00	2199	3.00	2265					2018-2021	
MINE HILL TWP	1 FG	06/2017	2.75	1673	2.75	1719							2017-2020 -->	REDUCED FAMILY ILLNESS DAYS FROM 5 DAYS TO
MORRIS PLAINS	3 I	06/2017	3.10		3.10								2017-2020	
MOUNT OLIVE	7 GH	10/2017	2.90		2.90								2017-2020 -->	CHANGING HEALTH PLAN FROM DIRECT 10 TO DIRECT 15.
PEQUANNOCK TWP	6 GH	03/2017	2.75	1995									2016-2019 -->	NO LONGER OFFERING DIRECT 10 OR AETNA FREEDOM 10 TO EMPLOYEES EFFECTIVE 7/1/17; MIDDLE SCHOOL DAY EXTENDED BY 13 MINUTES EFFECTIVE 7/1/17; TEACHERS ARE REQUIRED TO ATTEND ONE BACK TO SCHOOL NIGHT; REPLACING 3 PLCs WITH DUTIES (NOW 3 DUTIES, 2 PLCs PER WEEK); NON-TENURED STAFF SHALL PROVIDE 60 DAY NOTICE BY EITHER PARTY FOR TERMINATION OF EMPLOYMENT (WAS 30 DAYS).
RIVERDALE	2 FG	11/2016	2.90	1417									2016-2019 -->	ESTABLISHED DIRECT 15 AS BASE PLAN FOR HEALTH INSURANCE, EMPLOYEES MAY BUY-UP TO DIRECT 10 PLAN.

COUNTY AVERAGE: MORRIS	2.84	1965	2.92	2029	3.00	2265
NUMBER COUNTED:	15	12	8	6	1	1

EG / DFG	SETT DATE MO/YR	2018-19 INCREASES		2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
		%	\$	%	\$	%	\$	%	\$	%	\$		
COUNTY: <u>OCEAN</u>													
BARNEGAT	6 CD	11/2017	3.00	1787	3.20	1963						2017-2020 -->	DIRECT 10 NOT AVAILABLE FOR NEW MEMBERS; UNUSED PERSONAL DAYS SHALL ROLL INTO SICK AND NO LONGER BE PAID OUT.
BERKELEY TWP	1 B	04/2016	2.49	1670	2.59	1781						2016-2020 -->	MOVING FROM DIRECT 10 TO DIRECT 15 AS BASE PLAN; MOVING INTO SEHBP.
CENTRAL REG	8 B	03/2016	2.60	1927								2015-2019 -->	PRESCRIPTION CHANGES SAVED BOARD 6.25% OF PREMIUM PER YEAR; ADDED STEP 0 (\$42,000) FOR LONG TERM SUBS; ELIMINATED LONGEVITY FOR NEW HIRES AFTER 7/1/15; NEW HIRES REQUIRE 4 YEARS IN DISTRICT BEFORE DEPENDENT COVERAGE IS PAID BY BOARD.
EAGLESWOOD	1 B	06/2016	3.00	2091								2016-2019	
ISLAND HEIGHTS	1 GH	03/2017	3.50		3.50							2017-2020	
JACKSON TWP	7 DE	08/2017	3.00		3.00							2017-2020 -->	LIMITED HEALTH INSURANCE OPTIONS FOR ALL NEW STAFF HIRED AFTER 9/19/17 TO DIRECT ACCESS FOR SINGLE COVERAGE OR OMNIA PPO FOR FAMILY OR 2 PARTY COVERAGE.
LAKEHURST	3 B	07/2017	2.90		2.90							2017-2020 -->	EMPLOYEES NOW OFFERED DIRECT 15 IN PLACE OF DIRECT 10.
LAVALLETTE	2 DE	06/2018	3.00	2059	3.00	2121	3.00	2185				2018-2021 -->	LANGUAGE CLEANED UP.
LONG BEACH ISLAND	1 FG	07/2016	2.50	1935								2016-2019	
OCEAN CO VOC	10 V	/	2.99									2016-2019	
OCEAN GATE	1 B	06/2017	3.20	1813								2016-2019	
POINT PLEASANT	6 FG	08/2017	2.95	1942	2.95	2000						2017-2020 -->	TUITION REIMBURSEMENT BUYBACK IF AN EMPLOYEE LEAVES DISTRICT; REDUCED HEALTH INSURANCE WAIVER 50% IN FIRST YEAR AND ELIMINATED IN ITS ENTIRETY IN THE LAST 2 YEARS; DIRECT 15 FOR NEW EMPLOYEES.
SEASIDE HEIGHTS	1 A	06/2016	3.00	1980								2016-2019 -->	LONG TERM SUB SALARY NEGOTIATED TO \$37,500 ANNUALLY.
SOUTHERN REG	8 DE	06/2016	2.90	2415								2016-2019 -->	ACCEPTED SEHBP AS EQUAL TO CONTRACT BENEFITS AND MOVED INTO SEHBP.
STAFFORD TWP	1 DE	04/2018	3.00	2001	3.00	2061						2016-2020 -->	ELIMINATION OF EARLY DISMISSAL FOR STAFF ON FRIDAYS; VARIOUS CONTRACT LANGUAGE CHANGES.
TOMS RIVER SCHOOLS	7 DE	03/2017	3.10	1858	3.10	1916						2016-2020 -->	ADDED 1 FULL PROFESSIONAL DEVELOPMENT DAY (WENT FROM 182 WORKDAYS TO 183); ADDED A \$4,000 ANNUAL CAP PER COVERED INDIVIDUAL FOR ACUPUNCTURE.
TUCKERTON	1 CD	06/2016	3.00									2016-2019	

COUNTY AVERAGE: OCEAN	2.95	1957	3.03	1974	3.00	2185							
NUMBER COUNTED:	17	12	9	6	1	1							

COUNTY: PASSAIC

CLIFTON	7	CD	12/2015	2.50								2015-2019	
HALEDON	4	B	05/2017	2.75	1968	2.75	2023					2017-2020 -->	INCREASED NUMBER OF FACULTY MEETINGS; MODIFIED MORNING DUTY REQUIREMENTS.
LAKELAND REG	8	FG	05/2016	2.50								2016-2019	
LITTLE FALLS	4	FG	01/2017	2.70								2016-2019 -->	NO PERCENTAGE INCREASE FOR STIPENDS FOR ALL 3 YEARS; ELIMINATION OF EXTENDED SCHOOL YEAR GUIDE, SECRETARIAL GUIDE AND ABA PARAPROFESSIONAL GUIDE; ALL PARAS ARE NOW ON THE SAME GUIDE WITH A STIPEND FOR ABA PARAS.
NORTH HALEDON	3	FG	2 /2018	2.70	1852	2.70	1902	2.70	1953			2018-2021	
NORTHERN REGION ESC	9		11/2017	2.70		2.70						2017-2020	
PASSAIC CO MANCHSTR	8	B	03/2017	2.40	1806							2016-2019	
PASSAIC VALLEY REG #1	8	DE	06/2018	3.30		3.00		3.00				2018-2021	
PATERSON	7	A	03/2018	3.40		3.00		3.00		3.00		2017-2022 -->	ENTERED INTO A SELF INSURED HEALTH PLAN (OPTED OUT OF SEHBP); FREE PERIOD AT THE H.S. WAS CONVERTED TO A STUDENT CONTACT PERIOD; 5 YEAR CONTRACT; CAPPED TUITION REIMBURSEMENT POT OF MONEY AT \$750,000 FOR TEACHERS (WAS \$1,250,000); ELIMINATION OF A 2 STEP INCREMENT FOR HIGHLY EFFECTIVE TEACHERS (MERIT INCENTIVE).
RINGWOOD	4	GH	06/2018	3.20	3307	3.10	3306					2018-2020 -->	MORE EQUITABLE SALARY GUIDE: BUBBLES HAVE BEEN COMPLETELY REMOVED, SIMPLIFIED COLUMNS FROM 6 TO 3 AND LOWERED INCREMENT COST; SOLIDIFIED LANGUAGE FOR ADVANCED STUDY AND INCLUDED LANGUAGE FOR NATIONAL BOARD CERTIFICATION.

COUNTY AVERAGE: PASSAIC	2.82	2233	2.88	2410	2.90	1953	3.00						
NUMBER COUNTED:	10	4	6	3	3	1	1						

EG / DFG	SETT DATE MO/YR	2018-19		2019-20		2020-21		2021-22		2022-23		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
		INCREASES %	\$	INCREASES %	\$	INCREASES %	\$	INCREASES %	\$	INCREASES %	\$		
COUNTY: SALEM													
ALLOWAY	3 DE	09/2016	2.75	1859								2016-2019 -->	ELIMINATION OF STIPEND FOR WAIVING HEALTH BENEFITS; ADDITION OF 4 FACULTY MEETINGS PER YEAR OF 1 HOUR EACH; ATTENDANCE TO BACK TO SCHOOL NIGHT IS MANDATORY; FINAL JUNE PAY WILL BE PAID WITHIN 2 BUSINESS DAYS AFTER LAST TEACHER DAY AND WILL BE BY DIRECT DEPOSIT; ELIMINATION OF SEVERAL STIPEND POSITIONS FOR AFTER SCHOOL ACTIVITIES.
ELSINBORO	2 DE	01/2017	3.00	1741	3.00	1794						2017-2020 -->	FINAL JUNE PAY TO BE PAID WITHIN 3 DAYS (INSTEAD OF LAST DAY FOR TEACHERS); MANDATORY ATTENDANCE AT BACK TO SCHOOL NIGHT AND PARENT-TEACHER CONFERENCES.
MANNINGTON	2 CD	02/2017	3.00	1888	3.00	1945						2017-2020 -->	REIMBURSEMENT OF TUITION COSTS BY ANY MEMBER WHO RESIGNS WITHIN 1 YEAR OF PAYMENT.
OLDMANS TWP	2 CD	04/2017	3.00	1965	3.00	1966						2017-2020	
PENNSVILLE	6 CD	04/2016	2.50	1567								2015-2019	
PITTSGROVE	6 CD	04/2018	2.75	1980	2.75	2035						2017-2020 -->	REMOVAL OF BA+15 COLUMN (CURRENT EMPLOYEES GRANDFATHERED); LANGUAGE THAT ALLOWS THE BASE PLAN OF BENEFIT TO CHANGE IF THE BASE PLAN CHANGES IN THE SEHBP.
PNS GRV CRNY PT REG	6 A	11/2016	2.60	1860								2016-2019 -->	HIGHER PRESCRIPTION CO-PAY RESULTING IN LOWER COST FOR BOARD; SCHEDULING CHANGES FAVORABLE TO THE BOARD.
QUINTON	2 A	06/2016	2.72	1837								2016-2019 -->	ADDITION OF 20 MINUTES TO THE STUDENT DAY; ADD'L HALF DAY OF PROFESSIONAL DEVELOPMENT.
SALEM CITY	5 A	03/2018	3.10	2094	3.10	2159						2017-2020 -->	REDUCED HEALTH INSURANCE WAIVER AMOUNT FROM 40% TO 30%; DELAYED EXTRA-CURRICULAR COSTS UNTIL THE 2ND YEAR OF CONTRACT.
SALEM CO. SPEC SVC	9	06/2016	2.55	1501								2016-2019	
WOODSTWN-PILES GROVE	5 FG	09/2017	3.00		3.00							2017-2020 -->	TEACHERS AGREED TO 0% INCREASE IN EXTRA DUTY PAY.

COUNTY AVERAGE: SALEM	2.82	1829	2.98	1980
NUMBER COUNTED:	11	10	6	5

COUNTY: SOMERSET

BEDMINSTER	3 I	03/2016	2.50									2015-2019	[*NOTE: STEP FREEZE IN 2015-16]
BERNARDS	7 J	06/2016	3.10	2248								2016-2019	

	EG / DFG	SETT DATE MO/YR	2018-19		2019-20		2020-21		2021-22		2022-23		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			INCREASES %	\$	INCREASES %	\$	INCREASES %	\$	INCREASES %	\$	INCREASES %	\$		
BRANCHBURG	4 I	08/2016	2.50	1783									2016-2019 --> REDUCTION OF PERSONAL AND SICK DAYS; REDUCTION OF STIPEND FOR SPEECH CORRECTIONISTS, SPEECH AND LANGUAGE THERAPISTS, GUIDANCE COUNSELORS, SOCIAL WORKERS, SCHOOL PSYCHOLOGISTS, OCCUPATIONAL THERAPISTS AND LDTC.	
FRANKLIN TWP	7 GH	05/2018	2.50	1709	3.10	2172	3.10	2239					2018-2021 --> ADDED TIME AT MIDDLE SCHOOL.	
GREEN BROOK	4 GH	10/2017	3.00		3.00								2017-2020 --> BASE MEDICAL IS NOW 20/35 PLAN.	
HILLSBOROUGH	7 I	10/2016	2.50										2016-2019	
MANVILLE	5 CD	02/2018	2.95	1872	3.00	1957							2017-2020 --> MODIFYING THE POS PLAN: INCREASE IN OFFICE VISIT CO-PAY FROM \$12.50 TO \$15, ER CO-PAY FROM \$25 TO \$100, OUT-OF-NETWORK DEDUCTIBLES INCREASE FROM \$150/\$300 TO \$200/\$500 AND \$2000/\$5000 INCREASES TO \$3000/\$6000, HOSPITAL INPATIENT OUT-OF-NETWORK CO-PAY INCREASES FROM \$200 TO \$300, AND VISIT LIMITS ON CHIROPRACTIC AND SHORT-TERM THERAPIES.	
WARREN TWP	4 I	08/2017	2.90		2.80								2017-2020 --> EMPLOYEE CONTRIBUTIONS BASED UPON DIRECT 15 PLAN, EMPLOYEES CAN PURCHASE DIRECT 10 AT 100% OF COST DIFFERENTIAL; 1 ADD'L DAY ADDED FOR PROFESSIONAL DEVELOPMENT (WORK YEAR NOW 185 DAYS).	
WATCHUNG	3 I	07/2016	2.50	1234									2016-2019 --> LONGEVITY WILL CHANGE AT THE END OF THE CONTRACT; HEALTH PLAN CO-PAY CHANGED FROM \$10/20 TO \$20/40, RESULTED IN 3% DECREASE IN PREMIUM.	
WATCHUNG HILLS REG	8 I	12/2014	2.60	2190									2014-2019 --> ABILITY TO REOPEN CONTRACT FOR NEGOTIATIONS OF CADILLAC TAX BY MAY 2017, IF APPLICABLE.	

COUNTY AVERAGE: SOMERSET	2.71	1839	2.98	2065	3.10	2239
NUMBER COUNTED:	10	6	4	2	1	1

COUNTY: SUSSEX

ANDOVER REG	3 FG	09/2017	2.50	1712	2.55	1789							2017-2020 --> GAINED TEACHING TIME BACK; INCREASED AFTER SCHOOL MEETINGS FROM 90 MINUTES TO 105 MINUTES; TEACHERS SHALL PARTICIPATE IN 5 EVENING ACTIVITIES (WAS 4); IF EMPLOYEE CHOOSES LOWER COST HEALTH PLAN, BOARD AND EMPLOYEE EQUALLY SHARE THE SAVINGS.
BYRAM	4 I	08/2017	3.00	2015	3.00	2075							2017-2020 --> CHANGED HEALTH INSURANCE WAIVER TO THE LESSOR OF 25% OF PREMIUM OR \$6000.
FRANKFORD	3 FG	06/2017	2.90	2136	2.70	2046							2017-2020 --> INSTITUTED MANDATORY HIGH DEDUCTIBLE HSA HEALTH PLAN ENROLLMENT FOR NEW HIRES AFTER 7/1/17; INCREASED CO-PAYS FOR STANDARD HEALTH PLAN.

	EG / DFG	SETT DATE MO/YR	2018-19 INCREASES		2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$	%	\$	%	\$		
FREDON TWP	1 GH	02/2017	2.50										2016-2019	
GREEN TWP	3 I	01/2017	2.20	1656									2016-2019	
HAMPTON	1 GH	06/2016	2.50	1716									2016-2019 -->	EXTRA PAY NOT REQUIRING USE OF CERTIFICATION IS A FLAT HOURLY RATE OF \$40 INSTEAD OF TEACHER'S HOURLY RATE; EMPLOYEES MOVE FROM NJ DIRECT 10 TO NJ DIRECT 15.
HARDYSTON TWP	3 FG	07/2017	2.40		2.30								2017-2020	
LAFAYETTE	2 GH	06/2018	2.80	1855	2.60	1771	2.60	1817					2018-2021	
LENAPE VALLEY REG	8 GH	11/2017	2.00		2.00								2017-2020	
OGDENSBURG	2 FG	/	2.50										2016-2019	
STANHOPE	2 GH	12/2017	2.75	1803	2.75	1853							2017-2020 -->	EFF. 2/1/18, THE HEALTH INSURANCE BASE PLAN CHANGED FROM NJ DIRECT 10 TO NJ DIRECT 15 FOR ALL EMPLOYEES; THOSE ELECTING TO STAY IN NJ DIRECT 10 WOULD HAVE TO PAY THE PREMIUM DIFFERENCE PLUS THEIR TIER 4 STATUS.
SUSSEX CO VOC	10 V	12/2017	3.10	1963	3.10	2024	3.10	2087					2017-2021 -->	CHANGED HEALTH PLAN FROM SEHBP DIRECT 10 TO DIRECT 15.
SUSSEX-WANTAGE REG	4 DE	12/2017	2.60	1930	2.60	1980							2017-2020	
VERNON TWP	7 FG	07/2017	2.20	2187	2.15	2185							2017-2020 -->	INCREASED CO-PAYS FOR OFFICE VISIT, ER ROOM, OUT-OF-NETWORK HOSPITAL AND PRESCRIPTIONS.

COUNTY AVERAGE: SUSSEX	2.57	1897	2.58	1965	2.85	1952
NUMBER COUNTED:	14	10	10	8	2	2

COUNTY: UNION

CLARK TWP	6 FG	12/2016	2.50	1509									2016-2019 -->	ELIMINATED PERFECT ATTENDANCE BONUS; REDUCED FAMILY ILLNESS DAYS FROM 3 DAYS TO
ELIZABETH	7 A	06/2017	2.00										2016-2019	
GARWOOD	2 DE	03/2017	2.75	1786	2.75	1836							2017-2020	
MOUNTAINSIDE	4 I	05/2016	2.50	1714									2016-2019 -->	CHANGED FROM 30 HOURS PER WEEK TO 25 HOURS TO QUALIFY FOR HEALTH BENEFITS (ALLOWS MORE FLEXIBILITY IN SCHEDULING PART-TIME EMPLOYEES SCHEDULES).
PLAINFIELD	7 B	08/2017	2.65		2.65								2017-2020 -->	IMPLEMENTING WELLNESS PROGRAM TO HELP REDUCE INSURANCE COSTS.
SPRINGFIELD	6 GH	07/2016	2.50	1836									2016-2019	
UNION ESC	9	07/2017	2.50	1745	2.50	1789							2017-2020 -->	REDUCTION OF \$5000 IN COLLEGE CREDIT TUITION REIMBURSEMENT; NEW HIRE PARAPROFESSIONALS WILL BE BROUGHT ON AT SINGLE ONLY HEALTH BENEFITS COVERAGE.

	EG / DFG	SETT DATE MO/YR	2018-19 INCREASES		2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$	%	\$	%	\$		
WESTFIELD	7 I	12/2017	2.85	2284	2.85	2349							2018 -2020 -->	COLUMBUS DAY WILL NOW BECOME A PROFESSIONAL DEVELOPMENT DAY FOR STAFF (WAS A SCHOOL HOLIDAY); HEALTH INSURANCE OUT-OF-NETWORK DEDUCTIBLE INCREASED FROM \$300/\$600 TO \$1000/\$2000.
WINFIELD	2 B	06/2017	3.25		3.25								2017 -2020 -->	TEACHERS AGREED TO USE MONEY ORIGINALLY BUDGETED FOR TUITION REIMBURSEMENT TO FUND THE ADD'L INCREASE (BOARD ORIGINALLY OFFERED A 2.5% INCREASE).

COUNTY AVERAGE: UNION	2.61	1812	2.80	1991		
NUMBER COUNTED:	9	6	5	3		

COUNTY: WARREN

BLAIRSTOWN	1 FG	09/2017	2.65		2.65								2017 -2020 -->	HEALTH CARE COVERAGE WAS CHANGED FROM SEHBP TO SHIF.
FRANKLIN TWP	1 DE	05/2017	2.80	1791	2.40	1578							2017 -2020 -->	NEW EMPLOYEES RECEIVE EPO COVERAGE, AS OPPOSED TO DIRECT ACCESS; SPECIFIC LANGUAGE DEFINING HEALTH INSURANCE CONTRIBUTIONS BASED ON CURRENT CH. 78 YEAR FOUR LEVELS; ELIMINATION OF 12 MONTH PAYMENT PROGRAM FOR 10 MONTH EMPLOYEES.
FRELINGHUYSEN	1 GH	08/2016	2.97	2158									2016 -2019	
GREAT MEADOWS	4 GH	05/2018	2.70	1757	2.70	1805	2.70	1854					2018 -2021 -->	DIRECT 15 BECAME THE BASE PLAN FOR ALL EMPLOYEES.
GREENWICH TWP	4 I	05/2016	2.40										2016 -2019	
HOPE	2 FG	04/2017	2.65	1765	2.65	1812	2.50	1755					2017 -2021 -->	10 NON-INSTRUCTIONAL MINUTES ADDED TO THE END OF THE TEACHER DAY; 4 YEAR AGREEMENT.
PHILLIPSBURG	7 B	09/2016	2.30	1719									2016 -2019 -->	LONGEVITY INCLUDED IN PERCENTAGE INCREASE.
WASHINGTON TWP	1 GH	08/2016	2.50	1689									2016 -2019 -->	ELIMINATED ALL OPT OUTS FOR SINGLE MEDICAL COVERAGE; REDUCED OTHER OPT OUTS BY \$600 A YEAR; INCREASE PERSONAL DAYS FROM 3 TO 4 DAYS BUT NO CARRYOVER OPTION, IMPROVED LANGUAGE TO DEFINE PURPOSE OF DAYS AND WHEN THEY SHOULD NOT BE TAKEN, AND ADDED INCENTIVE FOR NOT TAKING DAYS; DEFINED TIMEFRAMES FOR CHILDCARE LEAVE FOR WHEN IT IS ACCEPTABLE TO COMMENCE OR END.

COUNTY AVERAGE: WARREN	2.62	1813	2.60	1732	2.60	1805
NUMBER COUNTED:	8	6	4	3	2	2

<i>CUMULATIVE AVERAGE:</i>	2.90	2077	2.97	2182	3.11	2298	2.84	2109
<i>NUMBER COUNTED:</i>	322	222	182	132	38	28	4	2

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.

*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> |