



# New Jersey School Boards Association

Wednesday, February 6, 2019

## 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**
		%	\$	%	\$	%	\$	%	\$	%	\$		
<b>COUNTY: ATLANTIC</b>													
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.

	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**
			%	\$	%	\$	%	\$	%	\$	%	\$		
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.
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 PARTICPATE 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.
WEYMOUTH TWP	2 B	03/2018	4.00	2233	4.20	2439	4.20	2541					2018-2021 -->	GAINED SOME MINUTES BACK FOR THE SCHOOL DAY, STARTING TEACHING TIME EARLIER.

<b>COUNTY AVERAGE: ATLANTIC</b>	<b>3.17</b>	<b>2319</b>	<b>3.22</b>	<b>2364</b>	<b>3.55</b>	<b>2453</b>
<b>NUMBER COUNTED:</b>	<b>19</b>	<b>15</b>	<b>8</b>	<b>8</b>	<b>4</b>	<b>4</b>

**COUNTY: BERGEN**

ALLENDALE	4 I	05/2017	2.55		2.50								2017-2020	
ALPINE	2 I	03/2016	3.50	2489									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**
			%	\$	%	\$	%	\$	%	\$	%	\$		
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.
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.
CARLSTADT E RUTHER CLOSTER	8 CD 4 I	08/2018 06/2016	2.70 2.60	2481	2.80 2.60	2642	2.90	2813					2018 -2021 -->	3 ADD'L STEPS, FROM 14 TO 17 STEPS.
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].

	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 %	\$		
FORT LEE	7 FG	03/2018	3.06										2016-2019 --> UPDATE PAY SCHEDULE FROM BI-WEEKLY TO SEMI-MONTHLY; MODIFICATION TO WORK YEAR LANGUAGE PROVIDING FOR ADD'L FLEXIBILITY FOR PROFESSIONAL DEVELOPMENT.	
GARFIELD	7 B	09/2016	2.00										2016-2019	
GLEN ROCK	6 J	11/2018	3.10		3.10		3.10						2018-2021	
HACKENSACK	7 CD	06/2018	2.80		2.75		2.70						2018-2021	
HAWORTH	3 I	08/2018	3.00		3.00		3.00						2018-2021 --> ADD'L 2 MINUTES OF STUDENT CONTACT TIME.	
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.	
MIDLAND PARK	5 GH	09/2016	2.60	1839	2.50	1814							2017-2020	
MONTVALE	4 I	09/2018	3.00		3.10		3.15						2018-2021	
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	
NORTH ARLINGTON	5 DE	05/2018	2.95	1892	3.20	2113	3.20	2180					2018-2021 --> EXTENDED TIME FOR PROFESSIONAL DEVELOPMENT EVERY MONDAY.	
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	
OLD TAPPAN	4 I	06/2018	2.90	2307	2.90	2374	2.80	2359					2018-2021 --> ADDED 5 MORNING MEETINGS PER YEAR (EACH 20 MINS.) FOR PROFESSIONAL STAFF BEFORE THE SCHOOL DAY BEGINS; EXTRA-CURRICULAR STIPENDS INCREASING BY 1% EACH YEAR; STAFF OUT ON LEAVES (e.g., FMLA, FLA, OR OTHER BOE APPROVED LEAVE) CAN NO LONGER TAKE COURSES TOWARDS MOVEMENT ON THE SALARY GUIDE; STAFF REQUIRED TO PARTICIPATE IN INDIVIDUAL PARENT-TEACHER CONFERENCES DURING TWO EVENINGS AND WILL NOT RECEIVE ANY ADDITIONAL COMPENSATION.	
ORADELL	1 I	03/2018	3.00										2016-2019 [*NOTE: WAGE FREEZE IN 2016-17].	

	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**
			%	\$	%	\$	%	\$	%	\$	%	\$		
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.
RAMAPO IND HILLS RG	8	I	07/2018	5.39		3.56		3.56					2016-2021 -->	ELIMINATING LONGEVITY STEPS A & B FROM THE STEP/TIER LONGEVITY GUIDE, ONLY THE TIER LEVELS REMAIN; THOSE ON LONGEVITY STEPS A OR B ARE FROZEN AS OF 7/1/16 UNTIL THEY REACH THE TIER LEVELS; MEMBERS WHO'VE ELECTED TO WAIVE INSURANCE COVERAGE PRIOR TO 7/1/18 AND CONTINUE TO WAIVE COVERAGE IN SUBSEQUENT YEARS, SHALL RECEIVE NO MORE THAN THE MAX. WAIVER AMOUNT MEMBER WAS ELIGIBLE TO RECEIVE IN 2017-18; EFF. 7/1/18, ANY NEW WAIVER ELECTION SHALL BE 25% OF THE AMOUNT SAVED BY THE BOARD OR \$5000, WHICHEVER IS LESS; BOARD SHALL ACCEPT NO MORE THAN 6 ON-LINE CREDITS WHICH WERE OBTAINED THROUGH THIRD-PARTY ADMINISTRATORS FOR SALARY ADVANCEMENT PURPOSES; [*NOTE: WAGE FREEZE IN 2016-17].
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.
RIDGEWOOD	7	J	11/2018	2.95		2.95		2.95					2018-2021	
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	
RIVER VALE	4	I	06/2018	3.10	2623	3.10	2704	2.95	2653				2018-2021 -->	EFF. 9/1/18, ADDING 5 MINUTES TO END OF WORKDAY FOR EACH STAFF MEMBER AT ELEMENTARY SCHOOLS; EACH STAFF MEMBER WILL BE ASSIGNED AN AFTER-SCHOOL DUTY ON NO MORE THAN 1 DAY PER WEEK, OR NO MORE THAN ONE WEEK PER 5 WEEK CYCLE.
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.

	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**
			%	\$	%	\$	%	\$	%	\$	%	\$		
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.
TENAFLY	7 I	09/2018	3.00	2377	2.80	2285	2.80	2349					2018-2021 -->	EFF. 7/1/19, MAX. SICK LEAVE PAYOUT \$10,000 FOR NEWLY HIRED (CURRENTLY \$15,000); LIMIT NUMBER OF GRADUATE CREDITS FOR REIMBURSEMENT IN A GIVEN YEAR TO 12 INCLUDING SUMMER; SALARY GUIDE ADVANCEMENT MAY APPLY A MAX. OF 24 CREDITS IN A SINGLE YEAR; ONLY ONE EDUCATIONAL ADVANCEMENT COLUMN IN ANY SCHOOL YEAR; ELIMINATION OF 5 VERTICAL COLUMNS ON SALARY GUIDE; ELIMINATED APPLYING CREDIT FOR TEACHING PROFESSIONAL DEVELOPMENT WORKSHOPS TO IN-SERVICE CREDITS; ELIMINATED EARLY DISMISSAL DAY BEFORE THE FEBRUARY RECESS.
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	
WESTWOOD REG	6 GH	11/2017	2.90	2145	2.90	2208							2017-2020	
WOODCLIFF LAKE	4 J	09/2017	2.80	1969	2.80	2024							2017-2020 -->	INCREASED STUDENTS' DAY IN ELEM. & M.S. FROM 6 HOURS 15 MINS. TO 6 HOURS 25 MINS.
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	

<b>COUNTY AVERAGE: BERGEN</b>	<b>2.95</b>	<b>2222</b>	<b>2.96</b>	<b>2314</b>	<b>2.99</b>	<b>2345</b>
<b>NUMBER COUNTED:</b>	<b>57</b>	<b>37</b>	<b>34</b>	<b>22</b>	<b>15</b>	<b>8</b>

**COUNTY: BURLINGTON**

BASS RIVER	1 CD	09/2018	2.67	1873	2.67	1889	2.67	1940					2018-2021	
BEVERLY	2 B	07/2017	3.12	1915	3.29	2083							2017-2020 -->	MOVE FROM DIRECT 10 TO DIRECT 15.

	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 %	\$		
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.
EASTAMPTON TWP	3 FG	10/2018	3.00	1975	3.00	2035	3.00	2096					2018-2021 -->	LANGUAGE CLARIFICATION ON SICK LEAVE, TEMPORARY LEAVE OF ABSENCE, HEALTH BENEFITS AND ON SUPPORT STAFF OVERTIME HOURS AND EARNING OF VACATION DAYS.
EDGEWATER PARK	4 DE	12/2018	3.20	2158	3.10	2157	3.10	2224					2018-2021 -->	CO-PAYS INCREASED TO \$15 AND MOVING INTO PPO PLAN; MISCELLANEOUS LANGUAGE.
EVESHAM	4 I	08/2018	3.15	2289									2018-2019 -->	ADDED LANGUAGE FOR TEACHER WORK YEAR TO COMMENCE ON WEDNESDAY AND THURSDAY IN THE WEEK PRIOR TO LABOR DAY; ADDED LANGUAGE FOR BOARD TO RECOUP EXCESS CLAIMS PERTAINING TO THE SECTION 125 PROGRAM FOR EMPLOYEES THAT SEPARATE FROM THE DISTRICT; ADDED LANGUAGE TO PROHIBIT USE OF PERSONAL LEAVE DURING THE NJEA CONVENTION/WEEKEND, UNLESS IN CASE OF EMERGENCY.
FLORENCE	5 DE	06/2017	3.00		3.10								2017-2020	
HAINESPORT	3 FG	11/2018	3.20	1997	3.30	2125	3.30	2195					2018-2021	
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 HOLLY	4 B	11/2018	3.20		3.20		3.20						2018-2021	
MOUNT LAUREL	4 I	06/2018	3.00		3.00								2017-2020 -->	PERSONAL DAYS NOT GRANTED ON IN-SERVICE DAYS.
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.
RANCOCAS VAL REG	8 DE	09/2018	3.10	2240	3.10	2309	3.20	2457	3.20	2536			2018-2022 -->	ADD'L 10 MINUTES OF NON-INSTRUCTIONAL TIME ADDED TO THE EXISTING WORKDAY FOR TEACHERS.
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	

<b>COUNTY AVERAGE: BURLINGTON</b>	<b>3.12</b>	<b>2138</b>	<b>3.08</b>	<b>2127</b>	<b>3.11</b>	<b>2182</b>	<b>3.20</b>	<b>2536</b>
<b>NUMBER COUNTED:</b>	<b>26</b>	<b>16</b>	<b>17</b>	<b>10</b>	<b>7</b>	<b>5</b>	<b>1</b>	<b>1</b>

**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.
BERLIN TWP	3 CD	06/2018	3.20										2016-2019	
CAMDEN CO ESC	9	12/2016	2.70	1843									2014-2019	
CAMDEN CO VOC	10 V	04/2018	3.00		3.00								2017-2020	
CHERRY HILL	7 GH	06/2018	3.26	2486	3.24	2551							2018-2020 -->	EFF. 7/1/18, BASE HEALTH INSURANCE PLAN FOR ALL EMPLOYEES SHALL BE CHANGED FROM DIRECT 15 TO DIRECT 15/25.



	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**
			%	\$	%	\$	%	\$	%	\$	%	\$		
CLEMENTON	3 B	07/2018	3.20		3.20		3.20						2018 -2021	
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	
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 HEIGHTS	5 GH	07/2018	3.00	2120	2.90	2110	2.90	2172					2018 -2021	
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.	
PENNSAUKEN	7 CD	08/2018	2.90	2163	3.10	2379	3.10	2453					2018 -2021	
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	

	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**
			%	\$	%	\$	%	\$	%	\$	%	\$		
WATERFORD TWP	1 DE	07/2018	3.10	2148	3.10	2214							2017-2020 -->	CURTAIN 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	
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.

<b>COUNTY AVERAGE: CAMDEN</b>	<b>3.08</b>	<b>2189</b>	<b>3.12</b>	<b>2310</b>	<b>3.14</b>	<b>2348</b>	<b>2.85</b>	<b>1944</b>
<b>NUMBER COUNTED:</b>	<b>30</b>	<b>21</b>	<b>17</b>	<b>13</b>	<b>7</b>	<b>6</b>	<b>1</b>	<b>1</b>

**COUNTY: CAPE MAY**

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.

	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**
			%	\$	%	\$	%	\$	%	\$	%	\$		
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	

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

**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.
CUMBERLAND CO VOC	10 V	06/2018	2.70	1604	2.70	1647	2.80	1754	2.80	1803			2018-2022 -->	COLLEGE CREDIT REIMBURSEMENT NOW AVAILABLE TO NON-TENURED TEACHERS, HOWEVER, IF EMPLOYEE LEAVES WITHIN 3 YEARS THEY MUST REPAY DISTRICT; ATTENDANCE AT ONE INFORMATION SESSION IS REQUIRED AND IS TO BE SCHEDULED BY THE SUPT.
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	
HOPEWELL TWP	3 CD	03/2018	2.50		2.50								2017-2020 -->	AGREED TO WORK 4 EVENING EVENTS; NUMBER OF TEACHERS THAT CAN USE PERSONAL LEAVE ON A GIVEN DAY REDUCED FROM 6 TEACHERS TO 5.
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	
UPPER DEERFIELD	4 B	09/2018	2.75	1882	3.00	2109	3.00	2172					2017-2021	

<b>COUNTY AVERAGE: CUMBERLAND</b>	<b>2.66</b>	<b>1814</b>	<b>2.83</b>	<b>1953</b>	<b>3.02</b>	<b>2090</b>	<b>2.80</b>	<b>1803</b>						
<b>NUMBER COUNTED:</b>	<b>9</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>1</b>						

**COUNTY: ESSEX**

BELLEVILLE	7 CD	10/2018	2.87	2018	3.25	2351	3.25	2427	3.50	2699	3.75	2993	2018-2023 -->	2 EXTRA DAYS OF INSTRUCTION; NO PERSONAL DAYS BEFORE OR AFTER A HOLIDAY.
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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**
			%	\$	%	\$	%	\$	%	\$	%	\$		
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	
ESSEX FELLS	1 J	06/2018	2.90		2.80		2.80						2018-2021 -->	REMOVED LONGEVITY FOR NEW HIRES; ELIMINATED ATTENDANCE BONUS.
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.
MILLBURN	7 J	08/2018	2.80	2463	2.70	2441	2.50	2322					2017-2021 -->	DIRECT 15 IS NOW BASE PLAN.
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.
NORTH CALDWELL	1 J	12/2018	3.80	2428	3.30	2188	3.10	2123					2018-2021 -->	ELIMINATED PRESCRIPTION FLOW THROUGH BENEFIT; RAISED CO-PAY FOR PRIMARY AND SPECIALISTS; RAISED ER CO-PAY; ALL NEW EMPLOYEES MUST TAKE OMNIA UNTIL TENURED; FLAT HOURLY RATE FOR SUMMER SCHOOL; ONLY ONCE A YEAR GUIDE MOVEMENT.
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.

	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**
			%	\$	%	\$	%	\$	%	\$	%	\$		
VERONA	6 I	06/2018	2.75		2.90		2.90						2018 -2021	
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].

<b>COUNTY AVERAGE: ESSEX</b>	<b>2.97</b>	<b>2303</b>	<b>3.25</b>	<b>2532</b>	<b>3.36</b>	<b>2665</b>	<b>3.50</b>	<b>2699</b>	<b>3.75</b>	<b>2993</b>
<b>NUMBER COUNTED:</b>	<b>17</b>	<b>10</b>	<b>11</b>	<b>8</b>	<b>7</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>

**COUNTY: GLOUCESTER**

CLEARVIEW REG	8 FG	10/2018	3.00		3.00		3.00						2018 -2021 -->	INCREASED E.R. CO-PAY; EFF. 1/1/19, NEW HEALTH PLAN OPTION (OMNIA 10); INCREASED THRESHOLD TO RECEIVE HEALTH BENEFITS FROM 25 HOURS TO 30 HOURS IF HIRED AFTER 7/1/17.
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.
DEPTFORD	7 CD	05/2018	3.00	2257									2016 -2019 -->	STIPENDS FROZEN FOR DURATION OF CONTRACT; LOWER STARTING WAGE FOR ALL NON-TEACHING POSITIONS TO ALLOW FUTURE STEP INCREMENTS; TEACHER AIDE PAY WAS NOT INCREASED THIS CONTRACT.
EAST GREENWICH	1 FG	04/2018	2.90		2.90								2017 -2020	
ELK TWP	1 B	01/2018	2.90	1872	2.90	1926	2.75	1879					2017 -2021	
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.
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.

	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 %	\$		
GREENWICH TWP	3 DE	10/2016	2.80	1867									2016-2019 -->	INCREASED THE WORKDAY FROM 7.25 HOURS TO 7.33 HOURS.
KINGSWAY REG	8 FG	07/2018	2.71	1641	2.78	1729	2.91	1860					2018-2021 -->	EFF. 1/1/19, MEDICAL PLAN CO-PAY INCREASES FROM \$15 TO \$20 AND E.R. CO-PAY INCREASES FROM \$50 TO \$75; LOA LANGUAGE REVISIONS; REVISIONS TO PROFESSIONAL STAFF OBSERVATION AND EVALUATION LANGUAGE.
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.

<b>COUNTY AVERAGE: GLOUCESTER</b>	<b>2.82</b>	<b>1890</b>	<b>2.91</b>	<b>1909</b>	<b>3.04</b>	<b>2038</b>	<b>2.75</b>	<b>2274</b>
<b>NUMBER COUNTED:</b>	<b>21</b>	<b>15</b>	<b>13</b>	<b>8</b>	<b>6</b>	<b>4</b>	<b>1</b>	<b>1</b>

	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**
			%	\$	%	\$	%	\$	%	\$	%	\$		
<b>COUNTY: HUDSON</b>														
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.
GUTTENBERG	4	B	09/2016	2.75									2016-2019 -->	ADD'L TIME ADDED TO SCHOOL DAY.
HARRISON	6	B	09/2018	2.60	2113	3.00	2502	3.00	2577				2018-2021 -->	LONGEVITY FOR NEW TEACHERS REDUCED BY HALF; CHANGES TO SICK LEAVE POLICY; ADJUSTMENTS TO GRIEVANCE PROCEDURE; MODIFICATION AND ADJUSTMENTS TO ACCEPTING DEGREES FOR MOVEMENT ON THE SALARY GUIDE AND TUITION REIMBURSEMENT.
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.

<b>COUNTY AVERAGE: HUDSON</b>	<b>2.90</b>	<b>2211</b>	<b>3.06</b>	<b>2378</b>	<b>3.15</b>	<b>2761</b>
<b>NUMBER COUNTED:</b>	<b>9</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>2</b>	<b>2</b>

<b>COUNTY: HUNTERDON</b>														
ALEXANDRIA	3	GH	03/2017	2.50		2.25							2017-2020 -->	LONGER SCHOOL DAY, INCREASED STUDENT CONTACT TIME; APPROXIMATELY 25% REDUCTION IN WAIVER AMOUNTS.
BLOOMSBURY	2	GH	11/2018	3.00									2018-2019	
CLINTON-GLEN GARDNER	3	I	06/2017	3.00	2200	3.00	2266						2017-2020	
DELAWARE VAL REG	8	GH	08/2018	2.75	1907	2.75	1960	2.75	2014				2018-2021	
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.

	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**
			%	\$	%	\$	%	\$	%	\$	%	\$		
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.
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).
HUNTERDON VOC'L	10	V	08/2018	2.08	1345	2.47	1631	2.61	1766				2018-2021	
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.
NO HUNT-VOORHEES REG	8	I	11/2018	3.00		3.00		3.00					2018-2021	
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	

<b>COUNTY AVERAGE: HUNTERDON</b>	<b>2.77</b>	<b>1854</b>	<b>2.76</b>	<b>1907</b>	<b>2.89</b>	<b>1987</b>
<b>NUMBER COUNTED:</b>	<b>18</b>	<b>11</b>	<b>15</b>	<b>10</b>	<b>6</b>	<b>3</b>



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**
		%	\$	%	\$	%	\$	%	\$	%	\$		
<b>COUNTY: <u>MERCER</u></b>													
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%.
MERCER CO VOC	10 V	08/2018	2.95	2009	2.95	2068						2017 -2020	
PRINCETON	7 I	05/2018	2.25	1915	2.25	1958						2018 -2020	
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).
<b>COUNTY AVERAGE: MERCER</b>			<b>2.89</b>	<b>2163</b>	<b>2.97</b>	<b>2231</b>							
<b>NUMBER COUNTED:</b>			<b>7</b>	<b>5</b>	<b>5</b>	<b>5</b>							
<b>COUNTY: <u>MIDDLESEX</u></b>													
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.

	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 %	\$		
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.
JAMESBURG	3 DE	09/2018	3.60	2108	3.60	2184	3.60	2262					2018 -2021 -->	REDUCTION IN HEALTHCARE PLAN OF RECORD FROM DIRECT 10 TO DIRECT 15/25 FOR ALL CURRENT AND FUTURE EMPLOYEES; STARTING SALARY OF OVER \$50,000 TO ATTRACT AND RETAIN QUALITY TEACHERS; REMOVED BUBBLES IN THE GUIDE FOR BUDGET FORECASTING AND TEACHER EQUITY; GUIDE COLLAPSED AND EXTENDED TO 20 STEPS (WAS 15) TO REDUCE ATTRITION; MANDATED PLCs 25 TIMES PER YEAR FOR PROFESSIONAL DEVELOPMENT; ADDED 10 MINUTES OF INSTRUCTIONAL TIME PER WORK WEEK; CONSISTENT INSTRUCTIONAL TIME ACROSS THE DISTRICT.
METUCHEN	6 I	08/2017	3.69		3.02								2017 -2020	
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.

	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**
			%	\$	%	\$	%	\$	%	\$	%	\$		
SOUTH AMBOY	5 CD	06/2018	3.10	2685	3.10	2769							2017 -2020 -->	REDUCTION TO VACATION DAYS FOR 12 MONTH EMPLOYEES; REMOVAL OF JUST CAUSE LANGUAGE REGARDING DISMISSAL OF NON-TENURED STAFF.
SOUTH BRUNSWICK	7 I	08/2018	3.10		3.00		3.00						2018 -2021 -->	MINIMAL LANGUAGE CHANGES SURROUNDING STAFF MEETINGS.
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	
WOODBIDGE TWP	7 DE	08/2018	3.20		3.10		3.00						2018 -2021	

<b>COUNTY AVERAGE: MIDDLESEX</b>	<b>3.16</b>	<b>2264</b>	<b>3.12</b>	<b>2386</b>	<b>3.14</b>	<b>2152</b>	<b>2.75</b>
<b>NUMBER COUNTED:</b>	<b>20</b>	<b>13</b>	<b>15</b>	<b>10</b>	<b>5</b>	<b>2</b>	<b>1</b>

**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.
AVON BY THE SEA	2 I	04/2018	3.20		3.20		3.20						2018 -2021 -->	ELIMINATION OF LONGEVITY FOR ANY NEW STAFF HIRED AFTER 7/1/18; REDUCTION OF FAMILY ILLNESS DAYS FROM 6 AT ONE TIME TO 2 PER YEAR AND THEY ARE TRANSFERRED FROM EMPLOYEE'S SICK BANK; BOARD OFFERING \$1200 TO OPT OUT OF HEALTH INSURANCE (NOT PREVIOUSLY OFFERED).
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	
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.

	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**
			%	\$	%	\$	%	\$	%	\$	%	\$		
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	
MIDDLETOWN TWP	7 GH	06/2018	3.00	2444	3.00	2518	3.00	2593					2017-2021 -->	INCREASE LENGTH OF TEACHER WORK DAY; REDUCTION IN MENTORING STIPENDS; ELIMINATION OF HEALTH INSURANCE WAIVERS.
MILLSTONE	4 GH	10/2018	3.00	2056	3.10	2188	3.10	2256					2018-2021 -->	MOVED FROM DIRECT 10 TO DIRECT 15; TEACHERS SHALL ATTEND 2 SCHOOL MEETINGS PER MONTH (SCHEDULED PRIOR TO WORKDAY OR AFTER WORKDAY) TO A MAX. OF 3 HOURS PER MONTH.
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.

	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 %	\$		
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	
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).
OCEANPORT	3	GH	06/2018	3.10		3.10		3.10						2018-2021 -->	CHANGED TO LOWER COST HEALTH PLAN.
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	
TINTON FALLS	4	GH	12/2018	3.20	2044	3.20	2109	3.20	2176					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.

	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**
			%	\$	%	\$	%	\$	%	\$	%	\$		
UPPER FREEHOLD REG	6 GH	10/2017	3.00		2.80								2017 -2020 -->	ALL UFREA MEMBERS WOULD HAVE DIRECT 15 AS THEIR BASE PLAN; CHILDREN OF MEMBERS NOT DOMICILED IN THE REGIONAL SCHOOL DISTRICT ARE ELIGIBLE TO BE ENROLLED WITHOUT PAYMENT OF TUITION IF THE CHILD WAS IN THE DISTRICT PREVIOUSLY AND BEGAN FIRST GRADE ON 9/1/18 OR PREVIOUSLY COMPLETED FIRST GRADE (PREVIOUSLY NO RESTRICTION, JUST REQUIRED SUPT. APPROVAL) AND ANY SERVICES REQUIRED THAT EXCEED THE PER-PUPIL COST SHALL BE THE RESPONSILBITY OF THE PARENT (PREVIOUSLY NOT REQUIRED); NO INCREASES IN STIPENDS FOR CLUBS OR SPORTS.
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).

<b>COUNTY AVERAGE: MONMOUTH</b>	<b>2.98</b>	<b>2110</b>	<b>3.08</b>	<b>2264</b>	<b>3.06</b>	<b>2399</b>
<b>NUMBER COUNTED:</b>	<b>40</b>	<b>29</b>	<b>28</b>	<b>20</b>	<b>8</b>	<b>4</b>

**COUNTY: MORRIS**

BOONTON TOWN	5 FG	09/2018	3.00	2114	3.00	2178	3.00	2243					2018 -2021 -->	1 ADD'L DAY OF PROFESSIONAL DEVELOPMENT; CHANGE IN DEFAULT HEALTHCARE PLAN TO A PREMIUM THAT'S 4.5% LESS EXPENSIVE; ELIMINATED 5-10 YEAR LEVEL OF LONGEVITY.
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.
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).

	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**
			%	\$	%	\$	%	\$	%	\$	%	\$		
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.
EAST HANOVER	4 GH	06/2018	2.85	2001	2.90	2094	2.90	2155					2018-2021 -->	RE-ESTABLISHED AN ATTENDANCE BONUS FOR NOT USING SICK OR PERSONAL LEAVE DAYS WHICH REDUCES THE PAYMENT FOR SUBS.
FLORHAM PARK	4 I	08/2018	3.10	2128	3.10	2194	3.10	2262					2018-2021 -->	MINIMUM 25 HOUR WORK WEEK TO BE ELIGIBLE FOR BENEFITS; MINIMUM 75 DAYS WORKED FOR MOVEMENT ON GUIDE.
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	
LONG HILL TWP	4 I	09/2018	3.00		3.00		3.00						2018-2021	
MADISON	6 I	07/2016	2.50										2016-2019 -->	MOVED FROM NJ DIRECT 10 INTO NJ DIRECT 15
MENDHAM BORO	3 J	06/2018	2.80	1973	3.25	2354	3.25	2430					2016-2021 -->	NEW HIRES IN 2018 RECEIVE DIRECT 15; NO RETRO FOR EMPLOYEES WHO RESIGNED FROM DISTRICT.
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
MONTVILLE	7 I	10/2018	3.27		3.38		3.36						2018-2021 -->	ALL EMPLOYEES MOVED FROM DIRECT 10 TO DIRECT 15 OR LESSER PLAN.
MORRIS CO VOC	10 V	10/2018	2.90		2.90		2.90						2018-2021 -->	ALL MEMBERS GOING TO DIRECT 15 IN EXCHANGE FOR AN ADD'L \$225/YEAR DENTAL CONTRIBUTION FROM THE BOARD; THOSE RECEIVING TUITION REIMBURSEMENT MUST REMAIN EMPLOYED WITH THE DISTRICT FOR TWO YEARS OR RETURN THE REIMBURSEMENT TO THE DISTRICT; FROZE ATHLETIC AND CO-CURRICULAR STIPENDS IN YEARS 2 & 3.
MORRIS HILLS REG	8 GH	08/2018	2.87	2487	2.90	2586	2.90	2661					2017-2021 -->	50% OF THE COST OF INCREMENT IN LONGEVITY WILL BE PAID BY ASSOCIATION.
MORRIS PLAINS	3 I	06/2017	3.10		3.10								2017-2020	
MORRIS SCHOOL DIST	7 GH	05/2018	2.90	2172	2.95	2274	2.95	2341	3.10	2532			2018-2022 -->	ELIMINATED \$10 CO-PAY PLAN AS AN OPTION FROM SEHBP; ADDED AN ADVISORY PERIOD AT MIDDLE SCHOOL.
MOUNT ARLINGTON	2 GH	08/2018	2.90	2141	2.90	2203	2.90	2267					2018-2021	
MOUNT OLIVE	7 GH	10/2017	2.90		2.90								2017-2020 -->	CHANGING HEALTH PLAN FROM DIRECT 10 TO DIRECT 15.

	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**
			%	\$	%	\$	%	\$	%	\$	%	\$		
MOUNTAIN LAKES	5 J	10/2018	3.00	2337	3.00	2407	3.10	2561	3.10	2641			2018 -2022 --> EFF. 1/1/19, ELIMINATED DIRECT 10, BASE PLAN WILL NOW BE SEHBP DIRECT 15.	
NETCONG	2 DE	12/2017	2.75	1868									2016 -2019	
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).	
RANDOLPH TWP	7 I	08/2018	3.00	1998	3.00	2058	3.00	2119					2017 -2021 --> ELIMINATION OF HIGHEST HEALTH INSURANCE PLAN (PPO).	
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.	
ROCKAWAY TWP	4 I	10/2018	3.00		3.00		2.80						2018 -2021	
WHARTON BORO	4 DE	08/2018	2.70	1910	2.80	2034	2.90	2166					2018 -2021	

<b>COUNTY AVERAGE: MORRIS</b>	<b>2.89</b>	<b>2031</b>	<b>2.97</b>	<b>2160</b>	<b>3.00</b>	<b>2315</b>	<b>3.10</b>	<b>2587</b>
<b>NUMBER COUNTED:</b>	<b>30</b>	<b>23</b>	<b>22</b>	<b>16</b>	<b>15</b>	<b>11</b>	<b>2</b>	<b>2</b>

**COUNTY: OCEAN**

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.



	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 %	\$		
LACEY TWP	7	DE	11/2018	3.54		* 5.23		* 5.20						2018 -2021 --> ALL MEMBERS CURRENTLY ENROLLED IN DIRECT 10 MUST MOVE TO DIRECT 15 BY 1/1/19; [*NOTE: SETTLEMENT RATE IN 2019-20 INCLUDES 3.5% RAISE, PLUS \$254,873 FOR GUIDE ENHANCEMENT; FOR 2020-21, 3.5% RAISE, PLUS \$275,000 GUIDE ENHANCEMENT].	
LAKEHURST	3	B	07/2017	2.90		2.90								2017 -2020 --> EMPLOYEES NOW OFFERED DIRECT 15 IN PLACE OF DIRECT 10.	
LAKESWOOD	7	B	09/2018	3.20	1823	3.50	2058	3.75	2282					2018 -2021 --> EFFECTIVE 7/1/19, ALL CATEGORY 1 TEACHERS AND THEIR DEPENDENTS SHALL HAVE THE SEHBP DIRECT 15 AS THEIR BASE PLAN UNTIL THEY OBTAIN TENURE, THEN THEY MAY SELECT DIRECT 10 AS BASE PLAN; TEACHING STAFF AT THE HIGH SCHOOL AND MIDDLE SCHOOL WILL BE ASSIGNED A DUTY PERIOD 3 DAYS A WEEK (PREVIOUSLY DID NOT HAVE A DUTY PERIOD).	
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	
PLUMSTED	5	DE	04/2018	3.50	2259	3.50	2338	3.50	2420					2018 -2021 --> EMPLOYEES THAT BEGIN EMPLOYMENT AFTER 7/1/18 ARE NOT ELIGIBLE FOR LONGEVITY; EMPLOYEES THAT BEGIN EMPLOYMENT AFTER 7/1/18 ARE ENROLLED IN HORIZON OMNIA PLAN; MEDICAL DIRECT ACCESS PLAN, CHANGED CO-PAY FROM \$5/\$20 PCP/SPECIALIST TO \$30/\$30; ER CO-PAY INCREASED FROM \$25 TO \$100; OUT-OF-NETWORK DEDUCTIBLE INCREASED FROM \$200/\$400 TO \$1000/\$2000; MAX. OUT-OF-POCKET INCREASED FROM \$2000/\$4000 TO \$4000/\$8000; INCREASED PRESCRIPTION CO-PAYS FROM \$5/\$20 (GENERIC/PREFERRED) TO \$15/20.	
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							2017 -2020 --> ELIMINATION OF EARLY DISMISSAL FOR STAFF ON FRIDAYS; VARIOUS CONTRACT LANGUAGE CHANGES.	

	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**
			%	\$	%	\$	%	\$	%	\$	%	\$		
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	

<b>COUNTY AVERAGE: OCEAN</b>	<b>3.02</b>	<b>1969</b>	<b>3.29</b>	<b>2030</b>	<b>3.86</b>	<b>2296</b>
<b>NUMBER COUNTED:</b>	<b>20</b>	<b>14</b>	<b>12</b>	<b>8</b>	<b>4</b>	<b>3</b>

**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.
HAWTHORNE	6 DE	08/2018	3.00		2.90		2.90						2018-2021	
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	02/2018	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 CO VOC	10 V	09/2018	2.98		2.98		2.98						2018-2021	
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).
PROSPECT PARK	4 B	11/2018	2.95										2018-2019	
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.

	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**
			%	\$	%	\$	%	\$	%	\$	%	\$		
TOTOWA	4 CD	06/2018	2.80		2.80		2.80						2018 -2021 -->	MATERNITY LEAVE TO BE MORE IN LINE WITH STATE AND FEDERAL GUIDELINES RATHER THAN ALLOWING LONGER THAN NORMAL LEAVE OF ABSENCE WHICH EXTENDS BEYOND THE GUIDELINES.
WANAQUE	4 DE	10/2018	2.75		2.75		2.80						2018 -2021 -->	EVERYONE NOW IN DIRECT 15.
WAYNE TWP	7 GH	07/2018	3.02		3.10		3.10						2018 -2021 -->	REDUCTION OF EXTENDED LEAVES; CREATED MORE EQUITY AMONG COACHING STIPENDS FOR PARTICULAR SPORTS; CHANGE TO PRESCRIPTION PLAN; CONSOLIDATION OF SECRETARY SALARY GUIDES.
WEST MILFORD	7 FG	08/2018	2.75	2185	2.60	2123	2.60	2178					2018 -2021 -->	ATHLETIC & CO-CURRICULAR STIPENDS INCREASED BY 2% IN YEARS 1 & 3, FROZEN IN YEAR 2.

<b>COUNTY AVERAGE: PASSAIC</b>	<b>2.85</b>	<b>2224</b>	<b>2.87</b>	<b>2339</b>	<b>2.88</b>	<b>2066</b>	<b>3.00</b>
<b>NUMBER COUNTED:</b>	<b>17</b>	<b>5</b>	<b>12</b>	<b>4</b>	<b>9</b>	<b>2</b>	<b>1</b>

**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	
PITTSBORO	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.

	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**
			%	\$	%	\$	%	\$	%	\$	%	\$		
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-PILESGROVE	5 FG	09/2017	3.00		3.00								2017-2020 -->	TEACHERS AGREED TO 0% INCREASE IN EXTRA DUTY PAY.

<b>COUNTY AVERAGE: SALEM</b>	<b>2.82</b>	<b>1829</b>	<b>2.98</b>	<b>1980</b>
<b>NUMBER COUNTED:</b>	<b>11</b>	<b>10</b>	<b>6</b>	<b>5</b>

**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	
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.
SOUTH BOUND BROOK	3 B	10/2018	2.80		2.80		2.80						2018-2021	
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.

<b>COUNTY AVERAGE: SOMERSET</b>	<b>2.71</b>	<b>1839</b>	<b>2.94</b>	<b>2065</b>	<b>2.95</b>	<b>2239</b>							
<b>NUMBER COUNTED:</b>	<b>11</b>	<b>6</b>	<b>5</b>	<b>2</b>	<b>2</b>	<b>1</b>							

**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.
FRANKLIN	3	CD	07/2018	2.70	1651	2.70	1696	2.70	1742				2018-2021
FREDON TWP	1	GH	02/2017	2.50									2016-2019
GREEN TWP	3	I	01/2017	2.20	1656								2016-2019
HAMBURG	2	DE	05/2018	3.00		3.00		3.00					2018-2021 --> ADD'L 10 MINUTES NON-PUPIL CONTACT TIME.
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
NEWTON	5	CD	12/2017	2.25	1601	2.25	1637						2017-2020
OGDENSBURG	2	FG	/	2.50									2016-2019
SANDYSTON-WALPACK	1	FG	07/2018	2.70	1835	2.70	1885	2.70	1936				2018-2021 --> CHANGE FROM DIRECT 10 TO DIRECT 15; INCREASE IN FACULTY MEETING TIME.
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.
STILLWATER TWP	1	FG	07/2018	2.25	1635	2.60	1932	2.60	1982				2018-2021 --> BOARD CAN SWITCH BACK TO SEHBP AT ANY TIME; LANGUAGE CLARIFICATIONS; PAPERLESS OPTIONS FOR MANY NOTICES; ELIMINATED COLUMNS ON GUIDE.

	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 %	\$		
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.
WALKKILL VALLEY REG	8	DE	09/2018	2.40		2.40								2017-2020	
<b>COUNTY AVERAGE: SUSSEX</b>				<b>2.56</b>	<b>1835</b>	<b>2.59</b>	<b>1906</b>	<b>2.78</b>	<b>1913</b>						
<b>NUMBER COUNTED:</b>				<b>20</b>	<b>14</b>	<b>16</b>	<b>12</b>	<b>6</b>	<b>5</b>						

**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
GARWOOD	2	DE	03/2017	2.75	1786	2.75	1836							2017-2020	
KENILWORTH	5	DE	12/2018	3.00		3.00								2017-2020 -->	REDUCED WAIVER FOR HEALTH BENEFITS FROM \$5000 TO \$2500; MODIFICATIONS TO AFTER SCHOOL MEETINGS TO MAKE THEM MORE PRODUCTIVE.
LINDEN	7	B	07/2018	3.00	2205	3.00	2271	3.00	2339					2018-2021 -->	EFF. 9/1/18, NEW HIRES SHALL BE ENROLLED IN THE OMNIA STATE DEFECTOR PLAN FOR FIRST 4 YEARS OF EMPLOYMENT; ALL ASSN. MEMBERS WHO UTILIZE DIRECT 10 SHALL BE MOVED TO DIRECT 15.
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.
ROSELLE PARK	6	DE	07/2018	3.00		2.90		2.80						2018-2021 -->	MOVED INTO LESS COSTLY HEALTH BENEFIT PLAN WHICH HELPED FUND THE INCREASES.
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.
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).

<i>COUNTY AVERAGE: UNION</i>	<b>2.77</b>	<b>1868</b>	<b>2.86</b>	<b>2061</b>	<b>2.90</b>	<b>2339</b>							
<i>NUMBER COUNTED:</i>	<b>11</b>	<b>7</b>	<b>8</b>	<b>4</b>	<b>2</b>	<b>1</b>							

**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
HACKETTSTOWN	6	DE	09/2018	2.70									2018-2019
HARMONY	2	DE	07/2018	3.00		3.00		3.00					2018-2021
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.
KNOWLTON	1	FG	04/2018	2.75	1821	2.60	1769	2.60	1815				2018-2021 --> SICK LEAVE PAYOUT CAPPED AT \$10,000 FOR STAFF HIRED BEFORE 7/1/09, ALL OTHERS CAPPED AT \$5,000; ALL EMPLOYEES HIRED AFTER 7/1/18 THAT CHOSE TO WAIVE HEALTH BENEFITS WILL RECEIVE 25% OF THE PREMIUM OR \$5000, WHICHEVER IS LESS.
MANSFIELD	1	FG	05/2018	2.50		2.50		2.50					2018-2021
OXFORD	2	DE	08/2018	2.30	1367	2.30	1399	2.30	1431				2018-2021 --> INCREASED PRESCRIPTION CO-PAYS FROM \$5/15/20 TO \$10/20/30; IMPLEMENTED AN ANNUAL \$250 MEDICAL AND PRESCRIPTION DEDUCTIBLE; ELIMINATED MEDICAL BENEFIT WAIVER PAYMENT FOR NEW EMPLOYEES; EMPLOYEES ON MATERNITY LEAVE LONGER THAN 12 WEEKS WILL PAY 100% OF THE COST OF HEALTH BENEFITS; STIPEND POSITIONS WILL BE FILLED BASED ON BUDGET AND MAY NOT ALL BE FILLED EACH YEAR; NO PERSONAL DAYS ALLOWED THE DAY BEFORE A SCHEDULED SCHOOL CLOSING AND SICK DAYS WILL REQUIRE A DOCTOR'S NOTE ON THESE DAYS.
PHILLIPSBURG	7	B	09/2016	2.30	1719								2016-2019 --> LONGEVITY INCLUDED IN PERCENTAGE INCREASE.
WARREN CO VOC	10	V	06/2018	3.60		3.60		3.60					2018-2021 --> MOVING FROM DIRECT 10 TO DIRECT 15.

	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**
			%	\$	%	\$	%	\$	%	\$	%	\$		
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.
WHITE TWP	2 DE	10/2018	2.80	1911									2018-2019	

<b>COUNTY AVERAGE: WARREN</b>	<b>2.71</b>	<b>1775</b>	<b>2.71</b>	<b>1673</b>	<b>2.74</b>	<b>1714</b>
<b>NUMBER COUNTED:</b>	<b>15</b>	<b>9</b>	<b>9</b>	<b>5</b>	<b>7</b>	<b>4</b>

<b>CUMULATIVE AVERAGE:</b>	<b>2.92</b>	<b>2074</b>	<b>2.98</b>	<b>2174</b>	<b>3.05</b>	<b>2247</b>	<b>3.01</b>	<b>2347</b>	<b>3.75</b>	<b>2993</b>
<b>NUMBER COUNTED:</b>	<b>419</b>	<b>278</b>	<b>270</b>	<b>184</b>	<b>116</b>	<b>74</b>	<b>9</b>	<b>7</b>	<b>1</b>	<b>1</b>

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>          |