



New Jersey School Boards Association

Wednesday, May 20, 2020

SETTLEMENT RATES IN PERSPECTIVE TEACHERS CONTRACTS SETTLEMENTS COVERING THE 2019-20 SCHOOL YEAR (Regardless of Settlement Date)

COUNTY:	EG / DFG	SETT DATE MO/YR	2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		2023-24 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$	%	\$	%	\$		
ATLANTIC														
ABSECON	4 CD	12/2018	3.25		3.25								2018 -2021	
ATLANTIC CO VOC	10	04/2019	3.50	2243	3.60	2388	3.60	2474					2019 -2022 -->	INCREASE IN ANNUAL DEPT. MEETINGS; PAYBACK FOR TUITION REIMBURSEMENT IF EMPLOYEE LEAVES DISTRICT WITHIN ONE YEAR OF REIMBURSEMENT.
BRIGANTINE	3 CD	03/2017	2.60	2371									2017 -2020 -->	CHANGED TO A DIFFERENT MEDICAL AND PRESCRIPTION INSURANCE PLAN.
EGG HARBOR CITY	3 A	06/2019	3.47	1899	3.67	2079	3.64	2140					2019 -2022 -->	SOME LANGUAGE CHANGES; DECREASE IN SOME BUBBLE STEPS.
EGG HARBOR TWP	7 CD	06/2019	4.50	3344	3.60	2796	3.25	2615					2019 -2022 -->	REMOVAL OF OPT-OUT OF INSURANCE PAYMENT OF \$5000 AND ALLOCATED THE FUNDS TO THE SETTLEMENT YEAR ONE COST (3% + 1.5% FROM OPT OUT FUNDS).
FOLSOM	3 CD	07/2018	3.00	1823	3.50	2191							2018 -2021	
GALLOWAY TWP	4 CD	06/2019	3.00	2184	3.00	2250	3.00	2317					2019 -2022 -->	1 ADD'L WINTER PLANNING NIGHT; SCHOOL YEAR CAN BEGIN BEFORE 9/1 FOR 10 MONTH STAFF; 1 ADD'L DAY FOR NEW STAFF ORIENTATION; RE-OPENER CLAUSE FOR CADILLAC TAX PROVISION (IF NECESSARY); CHANGES TO HEALTH BENEFIT PLAN AS FOLLOWS: HORIZON DIRECT ACCESS, \$15 CO-PAY ON DR. VISITS, \$100 ER CO-PAY (WAIVED IF ADMITTED), OUT-OF-NETWORK \$500/\$1250 (FAMILY), OUT-OF-NETWORK AFTER CO-PAY 70%, 30 DAY PRESCRIPTION \$5/\$30, 90 DAY PRESCRIPTION \$10/\$60.
GRTR EGG HARBOR REG	8 CD	12/2016	2.94	2554									2015 -2020 -->	BELL SCHEDULE; ADD'L TEACHER MEETING TIME FOR AFTER SCHOOL MEETINGS.

	EG / DFG	SETT DATE MO/YR	2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		2023-24 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$	%	\$	%	\$		
HAMILTON TWP	4 CD	04/2017	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	6 B	07/2018	3.49	2460	3.49	2545							2018 -2021	
LINWOOD	4 GH	10/2019	3.25		3.10		3.00						2019 -2022 -->	ADDED DUTY TIME BEFORE AND AFTER SCHOOL; HOURS NEEDED TO BE ELIGIBLE FOR HEALTH BENEFITS INCREASED FROM 25 HOURS TO 29.5 HOURS; SOME LANGUAGE CHANGES.
MAINLAND REGIONAL	8 DE	10/2019	2.50	2086	2.90	2481	2.75	2421					2019 -2022 -->	ALL EMPLOYEES TRANSFERRED TO NJDIRECT15; I.T. STAFF WERE RELEASED FROM THE CONTRACT AND BECAME CONFIDENTIAL EMPLOYEES.
MARGATE CITY	2 DE	02/2017	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).
MULLICA TWP	3 B	05/2019	3.30	2355	3.25	2396							2018 -2021	
NORTHFIELD CITY	4 DE	05/2019	3.25	2306	3.25	2381	3.25	2459					2019 -2022 -->	CLARIFIED LANGUAGE THAT WAS CONFUSING AND/OR NOT IN LINE WITH CURRENT CODE.
SOMERS POINT	4 CD	06/2019	3.00	1943	3.10	2068	3.00	2063					2019 -2022 -->	2 LESS COMPASSION DAYS; MORE STUDENT CONTACT TIME.
VENTNOR CITY	3 B	06/2018	3.00	2461	3.00	2535							2018 -2021 -->	ELIMINATED LONGEVITY FOR EMPLOYEES HIRED AFTER 7/1/18.
WEYMOUTH TWP	2 B	03/2018	4.20	2439	4.20	2541							2018 -2021 -->	GAINED SOME MINUTES BACK FOR THE SCHOOL DAY, STARTING TEACHING TIME EARLIER.

COUNTY AVERAGE: ATLANTIC	3.26	2330	3.35	2388	3.19	2356
NUMBER COUNTED:	18	16	14	12	8	7

COUNTY: BERGEN

ALLENDALE	4 I	05/2017	2.50										2017 -2020	
ALPINE	2 I	04/2019	3.50	2490	3.50	2578	3.50	2668					2019 -2022 -->	ONE ADD'L FACULTY MEETING PER MONTH (NOW 2 PER MONTH); CHANGE IN STIPEND POSITIONS (5TH GRADE ADVISOR, AM DOOR DUTY); FALL, WINTER, AND SPRING SPORTS COACHING WILL BE REDISTRIBUTED TO ACCOUNT FOR TIME MAKING IT MORE EQUITABLE FOR ALL SPORTS; ALL DAYS OF SICK AND PERSONAL NOT UTILIZED SHALL BE ACCUMULATED AS SICK LEAVE FOR USE IN SUBSEQUENT YEARS.

	EG / DFG	SETT DATE MO/YR	2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		2023-24 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$	%	\$	%	\$		
BERGEN CO SP SVCS	9	07/2017	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	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.
BERGENFIELD	7 FG	06/2019	2.90	2234	2.90	2299							2018 -2021 -->	TIME AT THE END OF THE SCHOOL DAY.
BOGOTA	5 DE	09/2017	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	2471	3.00	2545							2018 -2021 -->	EFF. 7/1/18, MODIFIED THE NON-SEHBP MEDICAL PLAN TO REDUCE SHORT TERM THERAPIES.
CARLSTADT E RUTHER	8 CD	08/2018	2.80	2642	2.90	2813							2018 -2021 -->	3 ADD'L STEPS, FROM 14 TO 17 STEPS.
CRESSKILL	5 I	05/2019	3.00	2492	2.95	2524	2.95	2598					2019 -2022 -->	NEW HIRES REQUIRED TO SELECT NJ DIRECT ZERO; CLASS COVERAGES CAPPED AT \$10,000.
DEMAREST	3 I	08/2017	3.00	2141									2017 -2020	
DUMONT	6 FG	09/2019	2.90	2355	2.90	2423							2018 -2021	
ELMWOOD PARK	6 CD	06/2018	2.96	1639	2.97	1693							2018 -2021	
EMERSON	5 GH	06/2019	3.30		3.30		3.30						2019 -2022	
ENGLEWOOD CLIFFS	3 I	05/2019	2.90	2115	2.90	2177	2.90	2240					2019 -2022	
FAIR LAWN	7 GH	11/2019	3.00		3.00		3.00						2019 -2022	
FAIRVIEW	4 A	01/2020	3.00		3.00								2018 -2021	
FRANKLIN LAKES	4 I	06/2019	3.00		3.00								2017 -2021 -->	ADD'L 5 MINUTES TO TEACHER DAY; [*NOTE: 0% INCREASE FOR 2017-18].
GARFIELD	7 B	10/2019	3.00		3.60		3.66						2019 -2022	
GLEN ROCK	6 J	11/2018	3.10	2414	3.10	2489							2018 -2021 -->	NEW EMPLOYEES WILL BE OFFERED NJ DIRECT 15 AS BASE PLAN AND DIRECT 10 WILL NOT BE AVAILABLE.

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			%	\$	%	\$	%	\$	%	\$	%	\$		
HACKENSACK	7 CD	06/2018	2.75		2.70								2018 -2021	
HAWORTH	2 I	08/2018	3.00		3.00								2018 -2021 -->	ADD'L 2 MINUTES OF STUDENT CONTACT TIME.
HILLSDALE	4 GH	10/2017	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).
HO-HO-KUS	3 J	01/2019	2.50	2092	2.50	2144	2.50	2198					2018 -2022 -->	INCREASE OF 20 MINUTES IN PUPIL CONTACT TIME; ADDED LANGUAGE FOR FACULTY MEETINGS & PREP TIME.
LITTLE FERRY	4 CD	07/2019	2.85		2.95		3.05		3.15				2019 -2023 -->	LANGUAGE CHANGES AND CLARIFICATIONS.
LODI	6 B	01/2018	2.80	2055									2016 -2020	
LYNDHURST	6 DE	10/2019	3.00		3.10		3.20						2019 -2022	
MAHWAH	6 I	05/2019	3.89		3.07		2.89		2.48				2019 -2023 -->	SMOOTHED OUT SIGNIFICANT BUBBLES IN TEACHER'S SALARY GUIDE; SETTLED CONTRACT BEFORE EXPIRATION OF CURRENT CONTRACT; CLEANED UP STALE LANGUAGE THROUGHOUT CONTRACT.
MIDLAND PARK	5 GH	09/2016	2.50	1814									2017 -2020	
MONTVALE	4 I	09/2018	3.10		3.15								2018 -2021	
MOONACHIE	2 B	06/2019	3.20	2359	3.10	2358	3.10	2431					2019 -2022 -->	TUITION REIMBURSEMENT CHANGED FROM ANY TEACHER BEING ABLE TO PARTICIPATE TO NOW ONLY TENURED TEACHERS CAN BE REIMBURSED FOR TUITION UP TO 6 CREDITS PER YEAR.
NEW MILFORD	6 FG	04/2018	2.90	1876									2017 -2020	
NO HIGHLAND REG	8 J	01/2019	2.90	2559	2.70	2451	2.80	2611					2018 -2022 -->	NEW EMPLOYEES RECEIVE DIRECT 15; LIMIT TUITION REIMBURSEMENT AND MOVEMENT ACROSS GUIDE TO 9 CREDITS PER YEAR; LIMIT USE OF CRITICAL ILLNESS DAYS.
NO VALLEY REG	6 I	02/2019	2.40	2288	2.40	2343							2018 -2021 -->	TUITION REIMBURSEMENT FOR ONLINE COLLEGES/UNIVERSITIES WAS LIMITED TO SCHOOLS WHICH HAD A FACILITY IN NJ; LANGUAGE WAS CHANGED TO ALLOW LIMITING OF 11 MONTH PERSONNEL IN THE VALLEY REGIONAL PROGRAM BASED ON ENROLLMENT.
NORTH ARLINGTON	6 DE	05/2018	3.20	2113	3.20	2180							2018 -2021 -->	EXTENDED TIME FOR PROFESSIONAL DEVELOPMENT EVERY MONDAY.
NORTHVALE	3 FG	06/2019	3.20		3.00		3.00						2019 -2022	
NORWOOD	3 I	06/2019	3.10	2186	3.10	2253	3.10	2323					2019 -2022	

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			%	\$	%	\$	%	\$	%	\$	%	\$		
OLD TAPPAN	3 I	06/2018	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	06/2019	3.00		3.00								2019 -2022 -->	ADD'L HALF HOUR PER WEEK TEACHER/STUDENT CONTACT TIME.
PARAMUS	7 GH	11/2019	* 3.37	2504	* 3.37	2579	* 3.37	2656					2019 -2022 -->	EFF. 7/1/20, EMPLOYEES THAT ENROLL IN DIRECT 20/35 SHALL RECEIVE 50% OF THE BOARD SAVINGS IN THE FIRST YEAR ONLY; [*NOTE: THESE INCREASES REFLECT THE EFFECTIVE SETTLEMENT RATE AFTER GUIDE ENHANCEMENTS ADDED TO NEGOTIATED 3.0% INCREASE EACH YEAR].
PARK RIDGE	5 I	06/2017	2.90	2378									2017 -2020	
PASCACK VALLEY REG	8 I	04/2017	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	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	2.90										2016 -2020	
RIDGEFIELD	5 DE	06/2017	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.

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			%	\$	%	\$	%	\$	%	\$	%	\$		
RIDGEWOOD	7 J	11/2018	2.95		2.95								2018 -2021	
RIVER DELL REG	8 I	12/2017	2.70		2.70								2017 -2021 -->	ADD'L DUTY FOR STAFF; CLARIFICATION OF LESSON PLAN PROCEDURES; LANGUAGE CLARIFICATIONS.
RIVER EDGE	1 I	06/2018	2.95	2160									2017 -2020	
RIVER VALE	4 I	06/2018	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	11/2019	2.85		2.90		2.95						2019 -2022	
RUTHERFORD	6 GH	04/2019	2.85	2121	2.85	2181	2.85	2243					2019 -2022	
SADDLE BROOK TWP	5 DE	02/2019	2.80	2026	2.80	2083							2019 -2022 -->	NEW STAFF WILL HAVE NJ DIRECT 20/30 AS THEIR BASE PLAN UNTIL THEY ATTAIN TENURE.
SO HACKENSACK	2 CD	06/2017	2.80	2330									2017 -2020	
TEANECK	7 GH	01/2019	3.00		3.00		3.00						2019 -2022 -->	REDUCTION IN COST FOR COVERAGE OF CLASSES.
TENAFLY	7 I	09/2018	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	10/2019	3.10	2273	3.10	2343	3.10	2416					2019 -2022	
WALDWICK	5 GH	06/2017	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	06/2019	3.00		3.00		3.00						2019 -2022	
WESTWOOD REG	6 GH	11/2017	2.90	2208									2017 -2020	
WOODCLIFF LAKE	3 J	09/2017	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	* 3.03	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)].

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			%	\$	%	\$	%	\$	%	\$	%	\$		
WYCKOFF	4 I	05/2017	2.70										2017 -2020	
COUNTY AVERAGE: BERGEN			2.98	2308	3.00	2347	3.06	2438	2.82					
NUMBER COUNTED:			61	37	42	23	20	10	2					
COUNTY: BURLINGTON														
BASS RIVER	1 CD	09/2018	2.67	1889	2.67	1940							2018 -2021	
BEVERLY	2 B	07/2017	3.29	2083									2017 -2020 -->	MOVE FROM DIRECT 10 TO DIRECT 15.
BORDENTOWN REG	6 FG	05/2019	3.10	2202	3.20	2344	3.50	2646					2018 -2022 -->	MORE FLEXIBILITY ON ASSIGNING FOR SNOW REMOVAL OR OTHER EMERGENCIES, STAFFING ASSIGNMENT AT LOWER POTENTIAL COSTS; GREATER CONTROL OVER STAFF USE OF PERSONAL DAYS, SPECIFICALLY IN CONNECTION WITH NJEA CONVENTION; ONLY PAYING BLACK SEAL LICENSES AND STIPENDS FOR FULL TIME FACILITY STAFF (VERSUS FOR ALL IN THE PAST).
BURLINGTON CO VOC	10 V	11/2019	3.90	2755	3.97	2914	3.87	2953	3.76	2981			2019 -2023	
BURLINGTON TWP	7 FG	04/2019	3.24	2282	3.40	2473	3.30	2482	3.30	2564	3.30	2648	2019 -2024 -->	REMOVED PAYMENT FOR UNUSED SICK LEAVE FOR EMPLOYEES WITH LESS THAN 10 YEARS OF SERVICE; ADDED CAP ON NUMBER OF VACATION DAYS 12 MONTH EMPLOYEES ARE PERMITTED TO CARRY OVER; LOWERED CAP ON HEALTH BENEFIT WAIVER TO \$5000 FOR NEW EMPLOYEES; CLEAN UP OF CONTRACT LANGUAGE REGARDING SABBATICALS AND MATERNITY LEAVES OF ABSENCES.
CHESTERFIELD	1 GH	05/2019	3.30		3.30								2017 -2021	
CINNAMINSON	6 FG	01/2017	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										2017 -2020 -->	MOVED FROM DIRECT 10 TO DIRECT 15 AS BASE PLAN.
DELRAN	6 FG	09/2019	3.10		3.35		3.35						2019 -2022 -->	SIGNIFICANT SALARY GUIDE ENHANCEMENTS BY REDUCING "BUBBLES" AT THE TOP OF THE GUIDE.
EASTAMPTON TWP	3 FG	10/2018	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	3.10	2157	3.10	2224							2018 -2021 -->	CO-PAYS INCREASED TO \$15 AND MOVING INTO PPO PLAN; MISCELLANEOUS LANGUAGE.

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			%	\$	%	\$	%	\$	%	\$	%	\$		
EVESHAM	4 I	09/2019	3.75	2799	3.15	2439	3.00	3396					2019 -2022 -->	EFF. 7/1/20, BASE MEDICAL PLAN CHANGES FROM PPO 15/25 TO PPO 20/20 (WITH \$100 EMERGENCY ROOM COPAY) WHICH REDUCES MEDICAL BENEFIT PREMIUMS BY 6% (APPROX. \$500,000).
FLORENCE	5 DE	06/2017	3.10										2017 -2020	
HAINESPORT	3 FG	11/2018	3.30	2345	3.30	2423							2018 -2021 -->	REDUCED OUT OF NETWORK BENEFITS FOR HEALTH INSURANCE; GAINED SCHEDULING FLEXIBILITY; COURSES FOR TUITION REIMBURSEMENT MUST BE RELATED TO FIELD.
LENAPE REG	8 GH	05/2017	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	3.29	2573									2017 -2020 -->	ADD'L FACULTY MEETINGS AND ONE IN-SERVICE DAY FOR AIDES.
MANSFIELD	6 DE	08/2019	3.74	2597	3.70	2665	3.50	2614					2019 -2022 -->	6 OF THE 10 ANNUAL FACULTY MEETINGS CAN NOW BE USED FOR PROFESSIONAL DEVELOPMENT (WAS 5); REVISION OF REQUIRED ATTENDANCE OF EVENTS OUTSIDE OF CONTRACTED TIME; ATTENDANCE OF TEACHER ASSISTANTS AT PROFESSIONAL DEVELOPMENT DAYS.
MAPLE SHADE	6 CD	01/2017	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.
MEDFORD LAKES	3 I	11/2019	2.92		2.92		2.92						2019 -2022	
MOORESTOWN	7 I	06/2019	3.77	2950	3.88	3151	3.43	2894					2019 -2022 -->	ADD'L DISTRICT DIRECTED IN-SERVICE PROFESSIONAL DEVELOPMENT DAY; ELIMINATION OF HMO PLAN (EST. SAVINGS \$100,000); INCREASE IN HEALTH INSURANCE OUT-OF-POCKET FROM \$400/\$1000 TO \$800/\$1600 (EST. SAVINGS OF \$104,000); RETIREMENT NOTIFICATION LANGUAGE; INCREASE IN TUITION RATE FOR STAFF'S CHILDREN RESIDING OUTSIDE OF DISTRICT FROM 25% TO 35% OVER TWO YEARS.
MOUNT HOLLY	4 B	11/2018	3.20		3.20								2018 -2021	
MOUNT LAUREL	4 I	06/2018	3.00										2017 -2020 -->	PERSONAL DAYS NOT GRANTED ON IN-SERVICE DAYS.
N BURLINGTON CO REG	8 DE	05/2019	4.60	3108	3.59	2537	3.65	2672					2019 -2022 -->	ADD'L 7 MINUTES PER WEEK; COMPLETION OF 5 ONLINE TRAINING OUTSIDE OF INSTRUCTIONAL DAY.
NEW HANOVER TWP	2 B	09/2019	3.00	1798	2.90	1790							2018 -2021 -->	LOWERED COST OF HEALTH BENEFIT WAIVER PAYOUT TO MAX. \$7500 INSTEAD OF A PERCENTAGE.
NORTH HANOVER	1 DE	01/2019	3.00	2209	3.00	2276							2018 -2021 -->	IF HIRED ON OR AFTER 7/1/18, EMPLOYEE NOT ELIGIBLE FOR LONGEVITY UNTIL AFTER 20 YEARS.

	EG / DFG	SETT DATE MO/YR	2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		2023-24 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$	%	\$	%	\$		
PALMYRA	5 DE	05/2017	2.75	1791									2017 -2020 -->	ELIMINATED TEACHER ASSISTANT LONGEVITY; REVISED STIPEND GUIDE, ELIMINATED STEPS, AMOUNTS FLAT FOR LENGTH OF CONTRACT; IMPROVED CONTRACT LANGUAGE THROUGHOUT.
PEMBERTON TWP	7 B	01/2019	2.80	2220	2.75	2241							2018 -2021 -->	BOARD CONTRIBUTIONS TO HEALTHCARE CAPPED AT THE 2019 DIRECT 10 AMOUNT (EMPLOYEE CONTRIBUTIONS REMAIN AT TIER 4 AND WILL ONLY RECEIVE STIPEND IF SWITCHING TO A PLAN THAT IS BELOW THE COST OF DIRECT 10); ADD'L PROFESSIONAL DEVELOPMENT DAY; LANGUAGE CLEAN-UP.
RANOCAS VAL REG	8 DE	09/2018	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	02/2020	3.40	2436	3.30	2445	3.20	2449					2019 -2022 -->	TEACHERS WILL NOW HAVE TO ATTEND 3 NIGHT EVENTS INSTEAD OF 2; ADMINISTRATION HAS THE ABILITY TO ASSIGN UP TO 3 SIXTH PERIOD COVERAGES IN EACH SUBJECT AREA INSTEAD OF 2.
RIVERTON	2 GH	09/2019	3.00	2109	3.16	2289	3.10	2316	3.75	2889			2019 -2023 -->	AN ADD'L FLOATING DAY DURING THE SUMMER; TEACHER FALL/SPRING CONFERENCES WERE EXTENDED AN HOUR.
SHAMONG TWP	3 GH	06/2019	3.25	2378	3.25	2455	3.25	2535					2019 -2022	
SOUTHAMPTON	3 DE	05/2018	3.50	2314	3.50	2395							2018 -2021 -->	BENEFIT PLAN CHANGES (LIMITED ENROLLMENT FOR NEW EMPLOYEES).
TABERNACLE TWP	3 GH	10/2019	3.17	2244	3.17	2315							2019 -2021	
WILLINGBORO	6 DE	04/2016	2.75	2079									2015 -2020	
WOODLAND TWP	2 DE	06/2017	3.00										2017 -2020	

COUNTY AVERAGE: BURLINGTON	3.23	2316	3.25	2393	3.33	2681	3.60	2811	3.30	2648
NUMBER COUNTED:	35	25	25	20	13	11	3	3	1	1

COUNTY: CAMDEN

BARRINGTON	3 FG	07/2019	3.33	2239	3.33	2313	3.33	2390					2019 -2022 -->	ADD'L SUMMER WORKING DAYS FOR SECRETARIES; ATTENDANCE AT 5 EVENING EVENTS FOR TEACHERS.
BELLMAWR	4 B	08/2019	3.80	2638	3.60	2604	3.55	2660					2019 -2022 -->	ADD'L 15 MINUTES TO START OF DAY WITH FULL CONTROL OVER THE FIRST 30 MINUTES OF TEACHER DAY; REPLACED 2 OF 3 MEDICAL PLANS OFFERED AND REPLACED WITH NEW, MORE COST-EFFECTIVE PLAN.
BROOKLAWN	2 B	05/2019	3.80	2450	3.80	2543	3.80	2639					2019 -2022 -->	SEHBP AETNA FREEDOM ZERO AND/OR NJ DIRECT ZERO INSURANCE PLAN FOR ALL FULL-TIME EMPLOYEES.
CAMDEN CO ESC	9	06/2019	3.00	1978	3.00	2037	3.00	2099					2019 -2022	

	EG / DFG		SETT DATE MO/YR	2019-20		2020-21		2021-22		2022-23		2023-24		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
				INCREASES %	\$	INCREASES %	\$	INCREASES %	\$	INCREASES %	\$	INCREASES %	\$		
CAMDEN CO VOC	10	V	04/2018	3.00										2017 -2020	
CHERRY HILL	7	GH	06/2018	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.
CLEMENTON	3	B	07/2018	3.20		3.20								2018 -2021	
COLLINGSWOOD	6	FG	05/2018	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	3.09	2474									2017 -2020	
GIBBSBORO	2	FG	06/2019	2.50	1246	2.50	1277	2.50	1309					2019 -2022 -->	CLASSROOM AIDE'S WORKDAY INCREASED BY 15 MINS.
GLOUCESTER TWP	4	DE	06/2018	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	2.90	2110	2.90	2172							2018 -2021	
HADDON TWP	6	FG	11/2017	3.00	2155									2017 -2020 -->	ADD'L 5 MINUTES FROM ELEMENTARY TEACHERS.
HADDONFIELD	6	J	12/2017	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.
LINDENWOLD	6	B	03/2019	3.30	2156	3.30	2227							2018 -2021 -->	PERSONAL DAY NOTICE AND CAP LANGUAGE; LANGUAGE CHANGES TO ALLOW FOR MORE EFFICIENT PRESCHOOL OPERATIONS; LANGUAGE CHANGES TO STREAMLINE CONTRACT.
MAGNOLIA	3	CD	04/2019	3.60	2434	3.60	2521	3.60	2612	3.60	2706			2019 -2023 -->	EMPLOYEES SWITCHED TO LOWER COST HEALTH PLAN.
MERCHANTVILLE	3	DE	02/2018	3.00	2262									2017 -2020	
MOUNT EPHRAIM	3	CD	05/2019	3.10	2138	3.10	2205	3.10	2273					2019 -2022 -->	MANDATORY MAIL ORDER FOR PRESCRIPTION PLAN FOR MAINTENANCE MEDICATION; EMPLOYEES WHO OPT OUT OF HEALTH BENEFITS WILL GET THE SAME AMOUNT AS THE 2018-19 SCHOOL YEAR AND WILL NOT INCREASE YEAR AFTER YEAR.
OAKLYN	1	CD	04/2018	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	3.10	2379	3.10	2453							2018 -2021	
PINE HILL	6	B	05/2018	3.10	2327									2017 -2020 -->	ADDED 1 ADD'L DAY.

	EG / DFG		SETT DATE MO/YR	2019-20		2020-21		2021-22		2022-23		2023-24		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
				INCREASES %	\$	INCREASES %	\$	INCREASES %	\$	INCREASES %	\$	INCREASES %	\$		
RUNNEMEDE	4	B	05/2019	3.38		3.38		3.38						2019 -2022 -->	INCREASED COST OF OUT-OF-NETWORK CO-PAYS; CHANGED LUNCH FROM 45 MINUTES TO 30 MINUTES FOR PARAPROFESSIONALS.
SOMERDALE	3	CD	05/2019	3.00		3.00		3.50						2019 -2022	
STERLING HS DIST	8	DE	05/2018	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	3.00										2017 -2020	
WATERFORD TWP	1	DE	07/2018	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.
WOODLYNNE	2	B	02/2018	2.90	1868	2.90	1922	2.85	1944					2017 -2022 -->	STEPS ADDED TO SALARY GUIDE TO REDUCE INCREMENT COST.

COUNTY AVERAGE: CAMDEN	3.18	2253	3.21	2273	3.26	2241	3.60	2706
NUMBER COUNTED:	27	21	17	14	10	8	1	1

COUNTY: CAPE MAY

AVALON/STONE HARBOR	2	FG	06/2016	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 CITY	1	CD	12/2019	3.10	2013	3.10	2075							2018 -2021	
CAPE MAY SP SVCS	9		05/2017	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										2017 -2020 -->	HIGHER DEDUCTIBLES ON MEDICAL AND PRESCRIPTION.

	EG / DFG	SETT DATE MO/YR	2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		2023-24 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$	%	\$	%	\$		
LOWER CAPE MAY REG	8 B	04/2017	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	06/2019	2.80	1878									2019 -2020	
NORTH WILDWOOD	2 A	05/2017	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	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	08/2019	2.75	1912	2.75	1964	2.70	1982					2019 -2022 -->	ADD'L PLC MEETINGS.
WILDWOOD CITY	5 A	05/2019	2.95	2178	2.65	2014	2.50	1950					2018 -2022 -->	DIRECT 15 PLAN IS BASE PLAN, ANYONE REMAINING IN DIRECT 10 WILL PAY DIFFERENCE IN COST; 2 PAID DAYS IN AUGUST FOR NEW STAFF AND STAFF IN CAP; SECRETARIAL LUNCH REDUCED FROM 60 MINS. TO 30 MINS.
WILDWOOD CREST	2 B	06/2017	2.75	1995									2017 -2020	
WOODBINE	2 A	05/2017	2.20	1415									2017 -2020	

COUNTY AVERAGE: CAPE MAY	2.83	2099	2.75	2038	2.60	1966
NUMBER COUNTED:	12	10	4	4	2	2

COUNTY: CUMBERLAND

BRIDGETON	7 A	07/2019	3.00	2032	3.00	2093							2018 -2021	
COMMERCIAL TWP	3 A	02/2020	3.00		2.50		2.50						2019 -2022	
CUMBERLAND CO VOC	10 V	06/2018	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.
CUMBERLAND REG	8 B	11/2018	2.75	1787	3.00	2003							2018 -2021	
DOWNE TWP	2 A	10/2017	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	10/2019	2.50		2.75		3.00						2019 -2022	

	EG / DFG	SETT DATE MO/YR	2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		2023-24 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$	%	\$	%	\$		
HOPEWELL TWP	3 CD	03/2018	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	2270	3.25	2344							2018 -2021	
MAURICE RIVER TWP	3 B	01/2019	3.00	1789	3.00	1843							2018 -2021	
MILLVILLE	7 A	04/2019	2.80	1486	2.80	1528							2018 -2021	
UPPER DEERFIELD	4 B	09/2018	3.00	2109	3.00	2172							2017 -2021	
VINELAND	7 A	04/2019	2.75		2.90								2018 -2021 -->	INCREASED STUDENT INSTRUCTION TIME (W/O LENGTHENING WORKDAY); ELIMINATED WAIVER OF BENEFIT PAYMENT.

COUNTY AVERAGE: CUMBERLAND	2.83	1863	2.90	1962	2.77	1803
NUMBER COUNTED:	12	8	10	7	3	1

COUNTY: ESSEX

BELLEVILLE	7 CD	10/2018	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.
CALDWELL-W CALDWELL	6 I	06/2018	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	2.80	1961									2017 -2020	
ESSEX ESC	9	05/2019	2.45		2.30								2018 -2021	
ESSEX FELLS	1 J	06/2018	2.80		2.80								2018 -2021 -->	REMOVED LONGEVITY FOR NEW HIRES; ELIMINATED ATTENDANCE BONUS.
FAIRFIELD	1 GH	06/2019	3.20	2233	3.26	2347	3.30	2454	3.20	2458	3.30	2616	2019 -2024 -->	STIPENDS REMAINED FLAT.
GLEN RIDGE	6 I	02/2020	3.25	2504	3.25	2586	3.25	2670					2019 -2022	
LIVINGSTON	7 I	04/2017	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	2.70	2441	2.50	2322							2017 -2021 -->	DIRECT 15 IS NOW BASE PLAN.
MONTCLAIR	7 I	05/2019	3.25		3.50								2018 -2021	

	EG / DFG	SETT DATE MO/YR	2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		2023-24 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$	%	\$	%	\$		
NORTH CALDWELL	1 J	12/2018	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.
NUTLEY	7 FG	06/2019	3.25	2404	3.25	2482							2018 -2021	
ORANGE	7 A	04/2018	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.
ROSELAND	1 I	05/2019	5.60	4031	5.31	4036							2018 -2021	
SO ORANGE-MAPLEWOOD	7 I	02/2019	3.00		3.00								2018 -2021 -->	CHANGE FROM DIRECT 15 TO DIRECT 15/25.
VERONA	6 I	06/2018	2.90		2.90								2018 -2021	
WEST ESSEX REG	8 I	08/2017	2.55	2047									2017 -2020	
WEST ORANGE	7 GH	05/2017	* 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	3.32	2619	3.38	2753	3.35	2608	3.48	2726	3.30	2616
NUMBER COUNTED:	18	12	14	9	3	3	2	2	1	1

COUNTY: GLOUCESTER

CLAYTON	5 CD	05/2019	3.00		3.25		3.25		3.25				2019 -2023	
CLEARVIEW REG	8 FG	10/2018	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.

	EG / DFG	SETT DATE MO/YR	2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		2023-24 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$	%	\$	%	\$		
DELSEA REGIONAL	8 DE	09/2017	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	06/2019	3.10	2342	3.10	2415	3.10	2489					2019 -2022	
EAST GREENWICH	1 FG	04/2018	2.90										2017 -2020	
ELK TWP	1 B	01/2018	2.90	1926	2.75	1879							2017 -2021	
FRANKLIN TWP	1 CD	04/2019	2.60	1581	2.60	1622	2.60	1664					2018 -2022 -->	EFF. 7/1/19, ER CO-PAY INCREASES FROM \$25 TO \$100 AND PRIMARY CARE, URGENT CARE, AND SPECIALISTS INCREASE FROM \$20 TO \$25.
GATEWAY REG	8 CD	09/2019	3.00		3.00		3.00		3.00		3.00		2019 -2024 -->	OFFERING 2 NEW PLANS TO NEW STAFF EFF. 7/1/20 AND WILL BE PHASING OUT PATRIOT X & PREMIER PLANS FOR EXISTING STAFF.
GLASSBORO	6 B	09/2016	2.70										2017 -2020	
GLOUCESTER CO SP SVCS	9	01/2019	3.00	2028									2018 -2021 -->	EFF. 1/1/19, ALL INSURANCE WAIVER PAYMENTS TO EMPLOYEES ARE ELIMINATED.
GLOUCESTER COUNTY VO	10	04/2018	3.00	2134	3.00	2198							2018 -2021 -->	ALL HEALTH INSURANCE WAIVER PAYMENTS TO EMPLOYEES WERE ELIMINATED.
HARRISON TWP	1 GH	09/2019	3.50	2508	3.00	2225							2019 -2022 -->	MEDICAL MOVED FROM 15/25 PLAN TO THE 20/20 PLAN.
KINGSWAY REG	8 FG	07/2018	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	1591									2017 -2020 -->	DOCTOR NOTE REQUIRED IF SICK AND MISS AN IN-SERVICE DAY.
NATIONAL PARK	1 B	05/2017	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								2016 -2021	[*NOTE: TEACHERS RECEIVE 0% INCREASE IN 2016-17].
SOUTH HARRISON	1 FG	09/2017	2.92	1814									2017 -2020	
WASHINGTON TWP	7 FG	03/2019	3.10	2222	3.20	2364	3.10	2295					2019 -2022 -->	CHANGE IN M.S. AND H.S. SCHEDULES.
WENONAH	1 I	05/2019	3.00	1954	3.00	2013	3.00	2073					2019 -2022 -->	SINGLE ONLY COVERAGE FOR FIRST 2 YEARS.
WEST DEPTFORD	6 DE	05/2019	2.75		2.75		2.75						2019 -2022	
WESTVILLE	1 B	04/2015	2.51	1920									2015 -2020 -->	1 ADD'L PROFESSIONAL DEVELOPMENT DAY.
WOODBURY	5 B	05/2019	3.10	2172	3.10	2240							2018 -2021 -->	INCREASED HEALTH INSURANCE COPAY.

	EG / DFG	SETT DATE MO/YR	2019-20		2020-21		2021-22		2022-23		2023-24		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			INCREASES %	\$	INCREASES %	\$	INCREASES %	\$	INCREASES %	\$	INCREASES %	\$		
WOODBURY HEIGHTS	1 FG	01/2018	2.85										2017 -2020 -->	REDUCED STAFF LUNCH BY 5 MINUTES FOR CLASS TIME.

COUNTY AVERAGE: GLOUCESTER	2.96	2005	3.02	2103	2.94	2159	3.13		3.00
NUMBER COUNTED:	23	15	15	10	8	5	2		1

COUNTY: HUDSON

BAYONNE	7 CD	05/2018	3.30	2851	3.30	2945							2017 -2021 -->	EFF. 9/1/18, ALL NEW TEACHERS ARE NOW IN DIRECT 15.
GUTTENBERG	4 B	06/2019	3.00		3.00		3.00						2019 -2022 -->	MORE TEACHING TIME.
HARRISON	6 B	09/2018	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 DEGREEES FOR MOVEMENT ON THE SALARY GUIDE AND TUITION REIMBURSEMENT.
HOBOKEN	6 FG	06/2019	3.20	2773									2019 -2020	
JERSEY CITY	7 B	04/2019	*		*		*		*				2019 -2023 -->	EFF. 7/1/19, ALL CO-PAYS ON MEDICAL AND PRESCRIPTION WILL INCREASE BY \$5; [*NOTE: DISTRICT DIDN'T SUPPLY SALARY INCREASES; MOA STATES MEMBERS WILL REMAIN ON THEIR 2018-19 STEP IN 2019-20, BUT MAY MOVE Laterally; IN YEARS 2, 3, AND 4, EMPLOYEES WILL MOVE ONE STEP PER YEAR AND RECEIVE INCREMENT-ONLY].
KEARNY	7 B	12/2018	3.10										2017 -2020 -->	1 ADD'L PROFESSIONAL DAY FOR TEACHERS.
SECAUCUS	6 DE	08/2017	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	3.15	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	3.08	2457	3.10	2761	3.00		
NUMBER COUNTED:	7	5	3	2	1		

COUNTY: HUNTERDON

ALEXANDRIA	3 GH	03/2017	2.25										2017 -2020 -->	LONGER SCHOOL DAY, INCREASED STUDENT CONTACT TIME; APPROXIMATELY 25% REDUCTION IN WAIVER AMOUNTS.
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	EG / DFG		SETT DATE MO/YR	2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		2023-24 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
				%	\$	%	\$	%	\$	%	\$	%	\$		
BLOOMSBURY	2	GH	10/2019	3.15		3.15		3.00						2019 -2022	
CALIFON	2	I	08/2019	1.97	1343									2018 -2020	
CLINTON-GLEN GARDNER	3	I	06/2017	3.00	2266									2017 -2020	
DELAWARE VAL REG	8	GH	08/2018	2.75	1960	2.75	2014							2018 -2021	
EAST AMWELL	2	I	07/2017	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		2.80								2017 -2021 --> CAPPED HEALTH BENEFIT WAIVER AT \$5000.	
FRANKLIN TWP	2	I	06/2017	2.50	1796									2017 -2020	
FRENCHTOWN	2	FG	08/2017	2.53	1786									2016 -2020 --> 1 HOUR ADD'L TIME FOR FACULTY MEETINGS OVER THE COURSE OF THE SCHOOL YEAR; MINOR LANGUAGE CHANGES.	
HAMPTON	1	DE	03/2018	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.	
HIGH BRIDGE	2	GH	02/2019	2.95	2161	2.95	2224							2018 -2021 --> 5 MINUTES ADDED TO FRIDAYS; MUST WORK 30 HOURS (WAS 23) TO RECEIVE HEALTH BENEFITS.	
HOLLAND TWP	3	FG	05/2019	2.85		3.00								2018 -2021 --> CHANGE IN AIDES WORKDAY TO MATCH TEACHERS DAY; EMPLOYEES MUST PROVIDE NOTICE OF INTENTION TO RETIRE NO LATER THAN FEBRUARY 1; TWO CONSECUTIVE FAMILY ILLNESS DAYS REQUIRE DOCTORS NOTE.	
HUNT CENTRAL REG	8	I	05/2019	3.00	2254	3.00	2322	3.00	2391					2019 -2022 --> 1 ADD'L DAY FOR PROFESSIONAL LEARNING.	
HUNTERDON VOCL	10	V	08/2018	2.47	1631	2.61	1766							2018 -2021	
KINGWOOD	2	FG	02/2017	2.60	1750									2017 -2020 --> TIERED RATES FOR TRAINING VERSUS ESY.	
LEBANON BORO	1	I	05/2018	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	3	I	06/2017	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	2.65	1636									2017 -2020 --> 1 ADDITIONAL WORKDAY.	
NO HUNT-VOORHEES REG	8	I	11/2018	3.00		3.00								2018 -2021	

	EG / DFG	SETT DATE MO/YR	2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		2023-24 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$	%	\$	%	\$		
READINGTON	3 I	05/2018	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).
SO HUNTERDON REG	5 GH	01/2019	2.90	2065	2.90	2124	2.90	2186					2018 -2022 -->	MAX. PLAN IS A PPO15, CAN BUY UP TO PPO15 MMRX, PPO10 AND PPO10 MMRX.
UNION TWP	3 GH	05/2019	2.70		3.00								2018 -2021	
COUNTY AVERAGE: HUNTERDON			2.77	1921	2.95	2105	2.97	2289						
NUMBER COUNTED:			22	14	12	6	3	2						
COUNTY: <u>MERCER</u>														
EAST WINDSOR REG	7 GH	06/2019	3.00	2422	3.00	2495	3.00	2570					2019 -2022 -->	GAINED 10 MINUTES ADD'L STUDENT CONTACT TIME.
EWING	6 DE	02/2019	3.00		2.90		2.90						2019 -2022 -->	ADD'L STUDENT CONTACT TIME; SIMPLIFIED AND REDUCED HEALTH BENEFIT OFFERINGS; SIMPLIFIED ADD'L PAY FOR CLUBS, ACTIVITIES, EXTRA WORK, ETC.; MUTUALLY BENEFICIAL LANGUAGE CHANGES; IMPROVEMENT TO STARTING SALARY; SWITCHED FROM SIGNING IN AT MAIN OFFICE SIGN IN SHEET TO DIGITAL SIGN IN SHEET.
HAMILTON TWP	7 FG	06/2019	2.80	1969	2.80	2024							2018 -2021 -->	INCREASED SPECIALIST CO-PAY FROM \$25 TO \$40 BEGINNING 7/1/19; INCREASED PRESCRIPTION DRUG CO-PAY FROM \$5/\$20 TO \$15/\$30 BEGINNING 7/1/20; ELIMINATED 80% CO-PAY REIMBURSEMENT; ESTABLISHED MANDATORY 4 YEAR NON-TENURED TEACHER INDUCTION PROGRAM; INCREASED STARTING TEACHER SALARY BY 5.1%.
HOPEWELL VAL REG	6 I	04/2019	3.05	2469	3.15	2628							2018 -2021 -->	EFF. 9/1/20, ADD'L 20 MINUTES OF INSTRUCTIONAL TIME AT MIDDLE SCHOOL FOR CORE AREA TEACHERS.
LAWRENCE TWP	7 GH	06/2017	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 SP SVCS	9	10/2019	3.50	2945	3.90	3396	3.90	3529					2018 -2022	
MERCER CO VOC	10 V	08/2018	2.95	2068									2017 -2020	
PRINCETON	7 I	05/2018	2.63	2298									2018 -2020	
ROBBINSVILLE TWP	6 I	09/2017	3.95	2696									2017 -2020 -->	REDUCED HEALTH BENEFIT WAIVER AMOUNT BY HALF.

	EG / DFG	SETT DATE MO/YR	2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		2023-24 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$	%	\$	%	\$		
W WINDSR-PLAINSBORO	7 J	05/2019	2.90	2387	2.90		2.90		2.90				2019 -2023 -->	CHANGED PAYCHECKS FROM BI-WEEKLY TO TWICE PER MONTH.

COUNTY AVERAGE: MERCER	3.06	2366	3.11	2636	3.18	3050	2.90
NUMBER COUNTED:	10	9	6	4	4	2	1

COUNTY: MIDDLESEX

CARTERET	7 B	06/2016	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	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	2.60	1771									2017 -2020 -->	CHANGE IN NUMBER OF NIGHT DUTIES; VARIOUS LANGUAGE ITEMS.
EAST BRUNSWICK TWP	7 I	11/2018	3.30	2523	3.40	2685							2018 -2021	
EDISON	7 GH	09/2017	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.
HIGHLAND PARK	5 GH	06/2017	3.00	2141									2017 -2020 -->	NEW HIRES LIMITED TO MEDICAL BENEFITS IN NJ DIRECT 15 ONLY.
JAMESBURG	3 DE	09/2018	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	3.02										2017 -2020	

	EG / DFG	SETT DATE MO/YR	2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		2023-24 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$	%	\$	%	\$		
MIDDLESEX BORO	6 FG	09/2019	3.16	2343									2017 -2020 -->	INCREASED PRESCRIPTION CO-PAYS; INCREASED E.R. VISIT CO-PAY.
MILLTOWN	3 FG	05/2018	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	06/2019	3.25		3.25		3.25						2019 -2022	
NO BRUNSWICK	7 FG	12/2019	* 0.00		4.00		4.00						2019 -2022	[*NOTE: 0% INCREASE IN 2019-20]
OLD BRIDGE	7 FG	12/2019	1.00	791	3.00	2398	3.00	2470	4.00	3391	5.00	4409	2019 -2024 -->	EMPLOYEES WHO CHANGE FROM DIRECT 15 TO DIRECT 0 WILL RECEIVE A STIPEND EQUAL TO 25% OF THE SAVINGS TO THE DISTRICT, ONE-TIME ONLY.
PISCATAWAY TWP	7 GH	05/2017	2.80	2186									2017 -2020	
SAYREVILLE	7 DE	11/2017	3.61	2653									2017 -2020 -->	REDUCED HEALTH BENEFIT WAIVER; ELIMINATION OF DUAL COVERAGE/WAIVER AND COVERAGE FOR SPOUSES WITHIN DISTRICT.
SOUTH AMBOY	5 CD	06/2018	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	3.00		3.00								2018 -2021 -->	MINIMAL LANGUAGE CHANGES SURROUNDING STAFF MEETINGS.
SOUTH PLAINFIELD	6 FG	09/2017	2.99	2268									2017 -2020 -->	SOME MINOR LANGUAGE CHANGES.
SOUTH RIVER	6 CD	06/2019	3.20	2040	3.25	2138	3.25	2207					2019 -2022 -->	ADD'L INSTRUCTIONAL TIME.
SPOTSWOOD	5 DE	02/2018	2.75		2.75		2.75						2017 -2022	
WOODBIDGE TWP	7 DE	08/2018	3.10		3.00								2018 -2021	

COUNTY AVERAGE: MIDDLESEX	2.89	2254	3.26	2305	3.25	2339	4.00	3391	5.00	4409
NUMBER COUNTED:	21	14	10	5	5	2	1	1	1	1

COUNTY: MONMOUTH

ASBURY PARK	6 A	08/2017	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								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).

	EG / DFG		SETT DATE MO/YR	2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		2023-24 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
				%	\$	%	\$	%	\$	%	\$	%	\$		
BELMAR	3	DE	05/2019	3.00	1973	3.00	2032	3.00	2093					2019 -2022 -->	NEW TEACHING STAFF MAY ELECT DIRECT 20 EMPLOYEE-ONLY COVERAGE OR THEY CAN CHOOSE OMNIA AND ARE ELIGIBLE FOR DEPENDENT COVERAGE; PARAPROFESSIONALS HIRED AFTER 7/1/19 ARE ONLY ELIGIBLE FOR EMPLOYEE-ONLY COVERAGE WITH OMNIA; CURRENTLY EMPLOYED PARAPROFESSIONALS WERE ABLE TO KEEP DEPENDENT COVERAGE BUT WERE SWITCHED TO OMNIA.
BRADLEY BEACH	2	CD	07/2019	3.30	2072	3.30	2140	3.30	2211					2019 -2022 -->	PERSONAL LEAVE NOT ALLOWED THE FIRST THREE AND LAST THREE DAYS OF SCHOOL; CHANGE IN DR. OFFICE CO-PAYS AND EMERGENCY ROOM CO-PAYS; CLARIFICATION OF CONFERENCE SCHEDULE.
BRIELLE	3	GH	06/2019	3.32	2254	3.33	2336							2019 -2021 -->	TEACHERS START 5 MINUTES EARLIER (NOT INSTRUCTIONAL); REMOVING PHD COLUMN FROM SALARY GUIDE EFFECTIVE 7/1/19; INCREASED ER CO-PAY TO \$75, 85%/O CO-PAYS ON PRESCRIPTION, OUT-OF-NETWORK BENEFITS REDUCED TO 70%, IN-PATIENT OUT-OF-NETWORK CO-PAY INCREASED TO \$300 (INSURANCE GIVEBACKS ARE FUNDING CH. 78 HOLIDAYS AND SOME OF SALARY INCREASE).
COLTS NECK TWP	4	I	03/2019	3.25	2541	3.10	2502							2018 -2021	
DEAL	2	GH	08/2017	3.50	2162									2017 -2020	
EATONTOWN	4	FG	11/2019	3.15	2515	3.20	2636							2018 -2021 -->	MIDDLE SCHOOL CAN BE ASSIGNED A 6TH PERIOD WITH STUDENTS.
FAIR HAVEN	4	I	06/2019	3.25	2094	3.25	2162	3.25	2232					2019 -2022 -->	5 MINUTES ADDED TO STUDENT CONTACT TIME; INCREASED ER CO-PAY FROM \$25 TO \$100; ADDED ORTHODONTIC COVERAGE WITH \$1500 LIFETIME MAX.; SIMPLIFIED SICK AND PERSONAL LEAVE PAYOUT CALCULATIONS.
FARMINGDALE	2	DE	08/2019	2.80		3.00		3.00						2019 -2022	
FREEHOLD BORO	4	B	08/2017	4.25	2832									2017 -2020	
FREEHOLD REG	8	GH	06/2015	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	08/2019	3.10	2190	3.10	2258	3.10	2328					2019 -2022 -->	INCREASE IN TEACHER ASSISTANT'S CONTACT TIME BY 20 MINUTES; INCREASED PREVIOUSLY NEGOTIATED INSURANCE CONTRIBUTIONS FROM 18% TO 19%; LIMITED MATERNITY LEAVE FROM 2 YEARS TO 1 YEAR.
HAZLET TWP	6	DE	06/2016	2.98	2208									2016 -2020 -->	MODIFICATIONS TO HEALTH INSURANCE WAIVER AMOUNTS; SECOND ALTERNATIVE MEDICAL INSURANCE OPTION.
HIGHLANDS BOROUGH	1	CD	05/2019	3.35	2313	3.35	2390							2018 -2021	
HOWELL TWP	4	FG	04/2016	3.01	2503	3.00	2570							2016 -2021	

	EG / DFG	SETT DATE MO/YR	2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		2023-24 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$	%	\$	%	\$		
KEANSBURG	5 A	11/2017	3.00	2186									2017 -2020	
LITTLE SILVER	4 J	06/2018	2.90	2029	2.90	2088							2018 -2021 -->	BASE PLAN LOWERED AND A PARTIAL SAVING WAS GIVEN BACK TO TEACHERS; [*NOTE: DUE TO INSURANCE CHANGE, \$50,000 IN ADDITION TO SETTLEMENT RATE IN YEAR 1].
LONG BRANCH	7 B	05/2017	3.10	2112									2017 -2020	
MANALAPAN-ENGL TOW	4 GH	05/2017	3.00										2017 -2020 -->	CHANGE IN HOW PARENT-TEACHER CONFERENCES ARE CONDUCTED.
MANASQUAN	5 GH	12/2018	3.50	2417	3.50	2502	3.50	2589	3.50	2680			2018 -2023 -->	VOLUNTARY HIGH DEDUCTIBLE PLAN FOR EXISTING EMPLOYEES AND MANDATORY HIGH DEDUCTIBLE PLAN FOR NEW EMPLOYEES RESULTED IN HEALTH BENEFIT SAVINGS.
MARLBORO TWP	4 I	05/2017	2.85										2017 -2020	
MIDDLETOWN TWP	7 GH	06/2018	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	3.10	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	1917									2017 -2020 -->	HEALTH BENEFITS CHANGED FROM DIRECT 10 TO DIRECT 15.
MONMOUTH CO VOC	10 V	09/2017	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	2025									2017 -2020 -->	ALL TEACHERS MUST ATTEND AND PARTICIPATE IN GRADUATION; MOVEMENT TO BLOCK SCHEDULING IN 2018-19.
MONMOUTH-OCEAN ESC	9	09/2019	3.50	2871	3.50	2972	3.50	3076					2019 -2022 -->	MOVING ALL MEMBERS TO DIRECT 15 BENEFIT PLAN.
NEPTUNE CITY	2 CD	01/2018	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	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								2018 -2021 -->	CHANGED TO LOWER COST HEALTH PLAN.
RUMSON	4 J	12/2018	3.00	2205	3.00	2271							2018 -2021 -->	INCREASED MEDICAL AND PRESCRIPTION CO-PAYS, INCREASED ER CO-PAY, AND LIMIT ON CHIROPRACTIC VISITS.
SEA GIRT	2 I	07/2017	2.75	2015									2017 -2020	

	EG / DFG		SETT DATE MO/YR	2019-20		2020-21		2021-22		2022-23		2023-24		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
				INCREASES %	\$	INCREASES %	\$	INCREASES %	\$	INCREASES %	\$	INCREASES %	\$		
SHORE REG	8	GH	12/2016	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	2048									2017 -2020	
SPRING LAKE BORO	2	I	01/2019	3.00	2160	3.00	2225							2018 -2021 -->	BASE PLAN CHANGED FROM SEHBP DIRECT 10 TO DIRECT 15.
SPRING LAKE HTS	2	FG	06/2018	3.00		3.00								2018 -2021	
TINTON FALLS	4	GH	12/2018	3.20	2109	3.20	2176							2018 -2021 -->	BASE HEALTH PLAN CHANGING FROM DIRECT 10 TO DIRECT 15.
UNION BEACH	3	CD	09/2017	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.
UPPER FREEHOLD REG	6	GH	10/2017	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 RESPONSIBILITY OF THE PARENT (PREVIOUSLY NOT REQUIRED); NO INCREASES IN STIPENDS FOR CLUBS OR SPORTS.
WALL TWP	6	GH	06/2019	2.80	1957	3.10	2227	3.20	2370					2019 -2022 -->	REVISED LONGEVITY LANGUAGE FOR NEW EMPLOYEES HIRED ON OR AFTER 7/1/19, ONLY SERVICE IN THE DISTRICT COUNTED FOR LONGEVITY.
WEST LONG BRANCH	3	FG	11/2017	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).

<i>COUNTY AVERAGE: MONMOUTH</i>	3.11	2261	3.15	2352	3.23	2414	3.50	2680
<i>NUMBER COUNTED:</i>	42	34	22	18	8	7	1	1

COUNTY: MORRIS

BOONTON TOWN	5	FG	09/2018	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.
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	EG / DFG	SETT DATE MO/YR	2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		2023-24 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$	%	\$	%	\$		
BOONTON TWP	3 I	06/2019	3.25	2374	3.25	2452	3.25	2531					2019 -2022 -->	MOVED FROM DIRECT 15 TO DIRECT O ACHIEVING A LOWER COST PREMIUM FOR DISTRICT AND EMPLOYEE CONTRIBUTIONS; SOME LANGUAGE CHANGES.
BUTLER	5 DE	08/2017	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	11/2019	3.40	2619	3.20	2549	3.05	2507	3.00	2541			2019 -2023 -->	CHANGE IN HEALTH BENEFIT PLAN.
DENVILLE	4 I	06/2017	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	2.90	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	2194	3.10	2262							2018 -2021 -->	MINIMUM 25 HOUR WORK WEEK TO BE ELIGIBLE FOR BENEFITS; MINIMUM 75 DAYS WORKED FOR MOVEMENT ON GUIDE.
HANOVER PARK REG	8 GH	02/2019	3.00		3.25								2018 -2021 -->	MOVING TO HORIZON DIRECT ACCESS 15 FOR CH. 78; EMPLOYEES WHO REMAIN IN DIRECT 10 PAY THE DIFFERENCE.
HARDING TWP	2 J	05/2017	2.60	1792									2017 -2020 -->	PRESCRIPTION SAVINGS.
JEFFERSON TWP	6 GH	01/2019	2.75	1979	2.75	2034							2018 -2021	
LINCOLN PARK	4 FG	06/2017	2.80	1999									2017 -2020	
LONG HILL TWP	4 I	09/2018	3.00		3.00								2018 -2021	
MADISON	6 I	06/2019	2.90	2225	2.90	2289	3.00	2437					2019 -2022	
MENDHAM BORO	3 J	06/2018	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	3 J	01/2018	3.00	2199	3.00	2265							2018 -2021	
MINE HILL TWP	1 FG	06/2017	2.75	1719									2017 -2020 -->	REDUCED FAMILY ILLNESS DAYS FROM 5 DAYS TO
MONTVILLE	7 I	10/2018	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								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	2.90	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										2017 -2020	

	EG / DFG		SETT DATE MO/YR	2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		2023-24 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
				%	\$	%	\$	%	\$	%	\$	%	\$		
MORRIS SCHOOL DIST	7	GH	05/2018	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	2203	2.90	2267							2018 -2021	
MOUNT OLIVE	7	GH	10/2017	2.90										2017 -2020 -->	CHANGING HEALTH PLAN FROM DIRECT 10 TO DIRECT 15.
MOUNTAIN LAKES	5	J	10/2018	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.
PARSIP-TROY HILLS	7	GH	05/2019	3.00	2439	3.00	2447							2018 -2021 -->	PRESCRIPTION CO-PAYS CHANGED TO \$15/\$40/\$40.
PEQUANNOCK TWP	6	GH	12/2019	2.75		2.75		2.75						2019 -2022	
RANDOLPH TWP	7	I	08/2018	3.00	2058	3.00	2119							2017 -2021 -->	ELIMINATION OF HIGHEST HEALTH INSURANCE PLAN (PPO).
ROCKAWAY BORO	3	FG	12/2018	3.10	1896	3.00	1892							2018 -2021 -->	7 MINUTES ADDED TO BEGINNING OF TEACHER DAY (BEFORE CLASSES, REPORT TIME); WORK YEAR NOW INCLUDES BACK TO SCHOOL NIGHTS; TUITION REIMBURSEMENT "CLAW BACK" CLAUSE; [*NOTE: INCREASE IN 2018-19 INCLUDES AN ADD'L 1% TO BRING THE STARTING SALARY ABOVE \$50K].
ROCKAWAY TWP	4	I	10/2018	3.00		2.80								2018 -2021	
ROXBURY	7	GH	10/2018	* 2.96										2017 -2020 -->	EFF. 7/1/17, EMPLOYEES PREVIOUSLY ENROLLED IN DIRECT ACCESS MAY REMAIN, ALL OTHER EMPLOYEES WILL BE PROVIDED WITH POS AS BASE PLAN WITH OPTION TO ENROLL IN AN ALTERNATIVE PLAN (SUCH AS OMNIA OR HIGH DEDUCTIBLE WITH HAS PLANS); INCREASE DIRECT ACCESS OFFICE CO-PAY FROM \$10 TO \$20, FAMILY OUT-OF-NETWORK DEDUCTIBLE FROM \$400 TO \$500 AND OUT-OF-POCKET MAXIMUM FROM \$1000/\$2000 TO \$3000/\$6000; [*NOTE: THESE SETTLEMENT RATES INCLUDE ADDITIONAL MONEY FOR "GUIDE ENHANCEMENT" AS FOLLOWS: \$90,000 ADDED TO 2.5% INCREASE IN 2017-18, \$75,000 ADDED TO 2.75% IN 2018-19, \$60,000 ADDED TO 2.75% IN 2019-20].
WASHINGTON TWP	4	I	11/2018	2.75	2137									2017 -2020 -->	IMPLEMENTED CAP ON PAYMENT FOR WAIVING HEALTH INSURANCE FOR EXISTING EMPLOYEES AT \$6000 (SINGLE), \$9500 (PARENT/CHILD), \$13500 (FAMILY), ELIMINATED WAIVER FOR NEW HIRES; ONE ADDITIONAL NON-INSTRUCTIONAL DAY; LIMIT ON ACCELERATED ONLINE COURSES THAT CAN BE USED FOR TUITION REIMBURSEMENT AND HORIZONTAL GUIDE MOVEMENT.
WEST MORRIS REG	8	I	03/2019	3.00	2606									2017 -2020 -->	MINOR LANGUAGE CHANGES.
WHARTON BORO	3	DE	08/2018	2.80	2034	2.90	2166							2018 -2021	

<i>COUNTY AVERAGE: MORRIS</i>	2.98	2201	3.01	2302	3.04	2530	3.00	2541
<i>NUMBER COUNTED:</i>	33	24	23	17	6	5	1	1

COUNTY: OCEAN

BARNEGAT	6	CD	11/2017	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.
BAY HEAD	2	I	08/2018	3.10	2222	3.50	2587					2018 -2021 --> CHANGE FROM DIRECT 10 TO DIRECT 15; CHANGE VISION BENEFIT TO FSA.
BEACH HAVEN	1	FG	06/2019	2.90	1688	2.90	1737	3.00	1849			2019 -2022 --> SINGLE BENEFITS UNTIL TENURE.
BERKELEY TWP	1	B	04/2016	2.59	1781							2016 -2020 --> MOVING FROM DIRECT 10 TO DIRECT 15 AS BASE PLAN; MOVING INTO SEHBP.
BRICK TWP	7	DE	03/2019	3.30	2384	3.30	2462					2018 -2021 --> MOVED FROM DIRECT 15 TO DIRECT 20; ELIMINATED WAIVER INCENTIVE; ELIMINATED PERFECT ATTENDANCE BONUS.
EAGLESWOOD	1	B	05/2019	3.10	2142	3.10	2208	3.10	2276			2019 -2022
ISLAND HEIGHTS	1	GH	03/2017	3.50								2017 -2020
JACKSON TWP	7	DE	08/2017	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.
LACEY TWP	7	DE	11/2018	* 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	2	B	07/2017	2.90								2017 -2020 --> EMPLOYEES NOW OFFERED DIRECT 15 IN PLACE OF DIRECT 10.
LAKEWOOD	7	B	09/2018	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	2121	3.00	2185					2018 -2021 --> LANGUAGE CLEANED UP.
MANCHESTER TWP	6	B	01/2019	3.50	2458	3.50	2544	3.50	2633			2018 -2022 --> DISTRICT MOVED FROM PRIVATE TO SEHBP ACHIEVING AN ESTIMATED \$1.5 MILLION IN SAVINGS.
PINELANDS REG	8	B	11/2018	2.92		2.83						2018 -2021

	EG / DFG	SETT DATE MO/YR	2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		2023-24 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$	%	\$	%	\$		
PLUMSTED	5 DE	04/2018	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	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.
PT PLEASANT BEACH	5 FG	06/2019	2.90		3.00								2018 -2021	
SEASIDE HEIGHTS	1 A	06/2019	3.30	2220	3.30	2293	3.30	2368					2019 -2022	
SOUTHERN REG	8 DE	06/2019	2.90	2350	2.90	2418	2.90	2488					2019 -2022 -->	INCENTIVE FOR EMPLOYEES TO VOLUNTARILY OPT FOR LOWER COST COVERAGE WILL RESULT IN PREMIUM SAVING FOR DISTRICT; CLEANED UP LANGUAGE.
STAFFORD TWP	1 DE	04/2018	3.00	2061									2017 -2020 -->	ELIMINATION OF EARLY DISMISSAL FOR STAFF ON FRIDAYS; VARIOUS CONTRACT LANGUAGE CHANGES.
TOMS RIVER SCHOOLS	7 DE	03/2017	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	05/2019	3.75		3.50		3.25						2019 -2022	

COUNTY AVERAGE: OCEAN	3.23	2113	3.38	2314	3.18	2323
NUMBER COUNTED:	22	15	14	10	6	5

COUNTY: PASSAIC

BLOOMINGDALE	3 FG	06/2019	2.95		2.75		2.60						2019 -2022	
CLIFTON	7 CD	12/2015	* 2.50										2015 -2020	[*NOTE: EXTENDED 2015-19 CONTRACT INTO 2019-20, REACHED AGREEMENT ON THE EXTENSION YEAR IN DEC. 2018].
HALEDON	4 B	05/2017	2.75	2023									2017 -2020 -->	INCREASED NUMBER OF FACULTY MEETINGS; MODIFIED MORNING DUTY REQUIREMENTS.
HAWTHORNE	6 DE	08/2018	2.90		2.90								2018 -2021	
LITTLE FALLS	4 FG	09/2019	3.00	2162	3.00	2227	3.00	2294					2019 -2022	

	EG / DFG	SETT DATE MO/YR	2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		2023-24 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$	%	\$	%	\$		
NORTH HALEDON	3	FG	02/2018	2.70	1902	2.70	1953						2018 -2021	
NORTHERN REGION ESC	9		11/2017	2.70									2017 -2020	
PASSAIC CITY	7	A	05/2019	3.25		3.00		3.00					2018 -2022	
PASSAIC CO MANCHSTR	8	B	08/2019	3.00	2270	3.00	2338	3.00	2408				2019 -2022 -->	CHANGE IN HEALTH PLANS RESULTING IN SAVINGS (OFF-SET REDUCTION IN CONTRIBUTIONS); 2 ADD'L DAYS OF PROFESSIONAL DEVELOPMENT; OFFICE HOURS FOR STUDENTS ONE DAY PER WEEK.
PASSAIC CO VOC	10	V	09/2018	2.98	2754	2.98	2836						2018 -2021	
PASSAIC VALLEY REG #1	8	DE	06/2018	3.00		3.00							2018 -2021	
PATERSON	7	A	03/2018	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).
POMPTON LAKES	5	FG	03/2019	2.70		2.70							2018 -2021	
RINGWOOD	4	GH	06/2018	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.
TOTOWA	4	CD	06/2018	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		2.80							2018 -2021 -->	EVERYONE NOW IN DIRECT 15.
WAYNE TWP	7	GH	07/2018	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	6	FG	08/2018	2.60	2123	2.60	2178						2018 -2021 -->	ATHLETIC & CO-CURRICULAR STIPENDS INCREASED BY 2% IN YEARS 1 & 3, FROZEN IN YEAR 2.

COUNTY AVERAGE: PASSAIC	2.88	2363	2.88	2306	2.92	2351
NUMBER COUNTED:	18	7	14	5	5	2

EG / DFG	SETT DATE MO/YR	2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		2023-24 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**	
		%	\$	%	\$	%	\$	%	\$	%	\$			
COUNTY: SALEM														
ELSINBORO	2 DE	01/2017	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	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	1966								2017 -2020		
PITTSGROVE	5 CD	04/2018	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.	
SALEM CITY	5 A	03/2018	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 VOC	10 V	09/2019	3.00	1759	3.25	1963	3.25	2027	3.25	2093		2019 -2023		
SALEM CO. SPEC SVC	9	09/2019	3.25	1861	3.25	1922	3.25	1983	3.25	2049	3.25	2115	2019 -2024	
WOODSTWN-PIESGROVE	5 FG	09/2017	3.00									2017 -2020 -->	TEACHERS AGREED TO 0% INCREASE IN EXTRA DUTY PAY.	

COUNTY AVERAGE: SALEM	3.01	1931	3.25	1943	3.25	2005	3.25	2071	3.25	2115
NUMBER COUNTED:	8	7	2	2	2	2	2	2	1	1

COUNTY: SOMERSET

BEDMINSTER	3 I	12/2019	3.00	2186	3.00	2252	3.00	2320	3.00	2389		2019 -2023 -->	ONE LESS PREP PERIOD PER WEEK; MOVED TO DIRECT 15 AS BASE PLAN, DIRECT 10 GOES AWAY (NO BUY UP PERMITTED); INCREASED THRESHOLD TO BE ELIGIBLE FOR BENEFIT COVERAGE FROM 20 HOURS TO 25 HOURS PER WEEK.
BERNARDS	7 J	06/2019	3.16	2329	3.00	2281	3.00	2349				2019 -2022 -->	INCREASED MMRX CO-PAYS; INCREASED OUT-OF-NETWORK DEDUCTIBLE.
BOUND BROOK	6 B	02/2017	3.00		3.00		3.00					2017 -2022 -->	DAYS PAY IS NOW DEFINED AS 1/190 OF ANNUAL SALARY (WAS 1/186); REMOVED BEREAVEMENT LEAVE FOR CLOSE FRIEND; PERSONAL LEAVE REDUCED FROM 6 DAYS TO 3, AND ONLY 1 UNUSED DAY ACCUM. AS SICK LEAVE (WAS 2 DAYS); ELIMINATED HEALTH BENEFIT WAIVER INCENTIVE; CHANGES IN SCHEDULING LANGUAGE; MUST REMAIN IN DISTRICT 3 YEARS (WAS 1 YEAR) IF RECEIVING TUITION REIMBURSEMENT OR MUST REPAY DISTRICT.

	EG / DFG	SETT DATE MO/YR	2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		2023-24 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$	%	\$	%	\$		
BRANCHBURG	4 I	06/2019	3.20	2202	3.25	2371	3.25	2448					2019 -2022 -->	EXISTING EMPLOYEES WERE MOVED FROM DIRECT 10 TO DIRECT 15; NEW EMPLOYEES WILL BE ENROLLED IN DIRECT 20/35 UNTIL TENURE YEAR.
BRDGWATER-RARIT REG	7 I	06/2019	3.00		2.85		2.89						2019 -2022 -->	PRESCRIPTION CO-PAYS INCREASE IN YEAR 3 TO \$10/\$20; ONE TIME INCENTIVE FOR EMPLOYEE TO MOVE TO LESSER PREMIUM PLANS.
FRANKLIN TWP	7 GH	05/2018	3.10	2172	3.10	2239							2018 -2021 -->	ADDED TIME AT MIDDLE SCHOOL.
GREEN BROOK	4 GH	10/2017	3.00										2017 -2020 -->	BASE MEDICAL IS NOW 20/35 PLAN.
MANVILLE	5 CD	02/2018	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.
MONTGOMERY	7 J	04/2019	2.70	2093	2.70	2149	2.70	2208					2018 -2022 -->	NEW HIRES AS OF 7/1/19 SHALL NOT BE ELIGIBLE FOR THE WAIVER INCENTIVE FOR WAIVING HEALTH INSURANCE.
NORTH PLAINFIELD	6 DE	09/2019	2.90	2400	2.90	2469	2.90	2541					2018 -2022 -->	ADD'L HEALTH CARE PLANS; VARIOUS LANGUAGE CHANGES.
SOMERSET CO VOC	10 V	05/2019	2.85	1882	2.90	1969							2018 -2021	
SOMERSET HILLS	6 I	06/2019	3.00	1956	3.00	2015							2018 -2021 -->	EFF. 7/1/19, TEACHERS CAN ONLY MOVE TO ANOTHER SALARY GUIDE COLUMN ONCE PER SCHOOL YEAR; COURSES ELIGIBLE FOR COLUMN MOVEMENT MUST BE PREVIOUSLY APPROVED BY THE SUPT. AND MUST BE GRADUATE LEVEL COURSES; EVIDENCE OF COMPLETION OF COURSES MUST BE SUBMITTED TO SUPT. NO LATER THAN 10/1 FOR MOVEMENT TO NEW SALARY GUIDE COLUMN RETROACTIVE TO THE BEGINNING OF THE SCHOOL YEAR; IF HEALTH BENEFIT COVERAGE WAIVED, EMPLOYEES HIRED PRIOR TO 7/1/16 RECEIVE 20% OR \$5000, WHICHEVER IS LESS; EMPLOYEES HIRED 7/1/16-6/30/19 RECEIVE 15% OR \$5000, WHICHEVER IS LESS; EMPLOYEES HIRED AFTER 7/1/19 NOT ELIGIBLE FOR WAIVER PAYMENT.
SOMERVILLE	6 FG	12/2018	3.20		3.00								2017 -2020 -->	EFF. 2019-20, CHIROPRACTIC VISITS LIMITED TO 30/YEAR (WAS UNLIMITED).
SOUTH BOUND BROOK	3 B	10/2018	2.80		2.80								2018 -2021	
WARREN TWP	4 I	08/2017	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).

	EG / DFG	SETT DATE MO/YR	2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		2023-24 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$	%	\$	%	\$		
WATCHUNG	3 I	07/2019	3.00	1401	3.00	1443	3.00	1486					2019 -2022 -->	SIGNIFICANTLY REDUCED THE AMOUNT PAID TO FUTURE EMPLOYEES FOR WAIVING HEALTH BENEFITS; INCREASED CO-PAYS FOR ALL MEDICAL PLANS.
WATCHUNG HILLS REG	8 I	06/2019	3.20	2439	3.10	2438	3.00	2432					2019 -2022 -->	CUT THE OPT-OUT PAYMENT FOR HEALTH BENEFITS IN HALF, NOW \$3344 (FAMILY), \$2874 (2 ADULT), \$1907 (PARENT/CHILD), \$1291 (SINGLE), SAVINGS IN YEARS 1 & 2 ONLY WAS ADDED BACK INTO THE GUIDE (\$115,000 EACH YEAR).

COUNTY AVERAGE: SOMERSET	2.99	2092	2.97	2163	2.97	2255	3.00	2389
NUMBER COUNTED:	17	11	14	10	9	7	1	1

COUNTY: SUSSEX

ANDOVER REG	3 FG	09/2017	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	2075									2017 -2020 -->	CHANGED HEALTH INSURANCE WAIVER TO THE LESSOR OF 25% OF PREMIUM OR \$6000.
FRANKFORD	3 FG	06/2017	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	1696	2.70	1742							2018 -2021	
FREDON TWP	1 GH	02/2019	3.80	2716	3.80	2819	3.80	2926					2019 -2022 -->	LONGER WORKDAY FOR TEACHERS.
HAMBURG	2 DE	05/2018	3.00		3.00								2018 -2021 -->	ADD'L 10 MINUTES NON-PUPIL CONTACT TIME.
HAMPTON	1 GH	06/2019	2.75		2.75		2.75						2019 -2022	
HARDYSTON TWP	3 FG	07/2017	2.30										2017 -2020	
HIGH POINT REG	8 DE	10/2018	2.60		2.80								2018 -2021	
KITTATINNY REG	8 FG	01/2019	2.70		2.70		2.70						2017 -2022	
LAFAYETTE	2 GH	06/2018	2.60	1771	2.60	1817							2018 -2021	
LENAPE VALLEY REG	8 GH	11/2017	2.00										2017 -2020	
NEWTON	5 CD	12/2017	2.25	1637									2017 -2020	
OGDENSBURG	2 FG	07/2019	2.80	1741	2.80	1790							2019 -2021	
SANDYSTON-WALPACK	1 FG	07/2018	2.70	1885	2.70	1936							2018 -2021 -->	CHANGE FROM DIRECT 10 TO DIRECT 15; INCREASE IN FACULTY MEETING TIME.
SPARTA	6 I	02/2019	2.70	2235	2.80	2380							2018 -2021 -->	ADDED ONE PROFESSIONAL DEVELOPMENT DAY; CAP ON TUITION REIMBURSEMENT OF \$175,000.

	EG / DFG		SETT DATE MO/YR	2019-20		2020-21		2021-22		2022-23		2023-24		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
				INCREASES %	\$	INCREASES %	\$	INCREASES %	\$	INCREASES %	\$	INCREASES %	\$		
STANHOPE	2	GH	12/2017	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	2.60	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.	
SUSSEX CO VOC	10	V	12/2017	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	1980									2017 -2020	
VERNON TWP	6	FG	07/2017	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										2017 -2020	

COUNTY AVERAGE: SUSSEX	2.67	1971	2.86	2069	3.08	2926
NUMBER COUNTED:	22	15	12	8	3	1

COUNTY: UNION

BERKELEY HEIGHTS	6	I	11/2019	3.00	2431	2.95	2462							2018 -2021 --> A DECREASE IN THE MEDICAL WAIVER PAYMENT FROM \$5000 TO \$4000; INCREASED ER CO-PAY FROM \$50 TO \$100.
CLARK TWP	6	FG	04/2019	3.50	2469	3.00	2189	2.99	2299					2019 -2022 --> CHANGED HEALTH PLAN TO AETNA FREEDOM 15/25.
CRANFORD	7	I	07/2019	3.20	2292	3.00	2217							2018 -2021 --> EFF. 1/1/20, BASE PLAN WILL BE SEHBP DIRECT 15.
ELIZABETH	7	A	06/2019	3.00	2418	3.00	2490	3.00	2565					2019 -2022 --> RENEWAL AND MODIFICATION TO HEALTH BENEFITS COVERAGE, CHANGING FROM AETNA TO HORIZON BC/BS.
GARWOOD	2	DE	03/2017	2.75	1836									2017 -2020
KENILWORTH	5	DE	12/2018	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	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	3	I	04/2019	2.86	1836	2.90	1915	3.00	2038					2019 -2022
NEW PROVIDENCE	6	I	01/2019	3.00	2356	2.90	2346							2018 -2021 --> ROTATING DROP SCHEDULE LANGUAGE; 6TH PERIOD FLEXIBILITY; TUITION REIMBURSEMENT NEEDS CAEP ACCREDITATION.
PLAINFIELD	7	B	08/2017	2.65										2017 -2020 --> IMPLEMENTING WELLNESS PROGRAM TO HELP REDUCE INSURANCE COSTS.

	EG / DFG	SETT DATE MO/YR	2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		2023-24 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$	%	\$	%	\$		
RAHWAY	7 CD	07/2019	3.10	1773	3.20	1887	3.20	1948					2019 -2022 -->	LONGEVITY IS NOW FUNDED WITHIN THE SALARY PERCENTAGE INCREASE EACH YEAR; INCLUDED OPTIONS TO CONTAIN PRESCRIPTION DRUG INSURANCE COSTS, ELIMINATED HIGH COST-LOW VALUE DRUGS FROM COVERAGE WHEN THERE IS ANOTHER DRUG OPTION, AND IMPLEMENTED CVS MAINTENANCE CHOICE PROGRAM; RESTRICTED HORIZONTAL GUIDE MOVEMENT TO TWICE A YEAR; BROADENED AND FURTHER DEFINED THE RECOGNITION OF DOCTORAL DEGREES (BEFORE ONLY RECOGNIZED EdD AND PhD).
ROSELLE	6 B	07/2019	2.90	1787	3.00	1903							2017 -2021 -->	NEW STAFF HIRED AFTER RATIFICATION DATE MUST WORK 25 HOURS TO BE ELIGIBLE FOR HEALTH BENEFITS (CURRENT STAFF GRANDFATHERED AT 20 HOURS); NEW STAFF HIRED ON OR AFTER 7/1/19 SHALL RECEIVE OMNIA 10 AS BASE PLAN; EFF. 7/1/19, THE LOWEST COST PRESCRIPTION PLAN OFFERED TO ALL EMPLOYEES SHALL BE THE \$15 (GENERIC), \$25 (BRAND) PLAN (ANYONE WISHING TO MAINTAIN THE \$20/\$40 PLAN MAY DO SO).
ROSELLE PARK	6 DE	07/2018	2.90		2.80								2018 -2021 -->	MOVED INTO LESS COSTLY HEALTH BENEFIT PLAN WHICH HELPED FUND THE INCREASES.
SCOTCH PLNS-FANWOOD	7 I	04/2019	3.10	2261	3.10	2331	3.20	2480					2018 -2022 -->	INCREASE IN INSURANCE CO-PAYS FOR APPOINTMENTS AND PRESCRIPTIONS; INCREASE IN ER CO-PAY; INCREASE IN MAXIMUM OUT-OF-POCKET FOR OUT-OF-NETWORK; CLARIFICATION OF CONTRACT LANGUAGE FOR SICK BANK AND TUITION REIMBURSEMENT.
UNION CO VOC	10 V	11/2019	2.75	2003									2017 -2020	
UNION ESC	9	07/2017	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	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										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	2.96	2134	2.99	2208	3.08	2266
NUMBER COUNTED:	18	14	11	10	5	5

EG / DFG	SETT DATE MO/YR	2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		2023-24 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
		%	\$	%	\$	%	\$	%	\$	%	\$		
COUNTY: <u>WARREN</u>													
ALLAMUCHY	3 I	08/2017	3.45	2099								2016 -2020 -->	ADDED LOWER COST HEALTH PLAN OPTION; [*NOTE: INCREASES IN 2016-17 AND 2017-18 INCLUDES ADDITIONAL FUNDING FOR 11 EMPLOYEE'S WHO WERE PREVIOUSLY COMPRESSED; PERCENTAGES AFTER BACKING OUT THAT AMOUNT FROM TOTAL: 3.53% (2016-17), 3.26% (2017-18)].
BLAIRSTOWN	1 FG	09/2017	2.65									2017 -2020 -->	HEALTH CARE COVERAGE WAS CHANGED FROM SEHBP TO SHIF.
FRANKLIN TWP	1 DE	05/2017	2.40	1578								2017 -2020 -->	NEW EMPLOYEES RECEIVE EPO COVERAGE, AS OPOSED 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	07/2019	2.85	1800	2.85	1851	2.85	1904				2019 -2022 -->	"NEPTUNE" LANGUAGE; 2 PREP PERIODS PER MONTH MAY BE USED FOR IEP MEETINGS OR OTHER MEETINGS WHICH THE CSA DEEMS NECESSARY AS LONG AS EACH TEACHER RECEIVED A MINIMUM OF ONE PREP PERIOD PER DAY; EMPLOYEES HIRED AFTER 7/1/19 SHALL RECEIVE 10 SICK DAYS AND 2 FAMILY ILLNESS DAYS PER ACADEMIC YEAR (WAS 15 SICK AND 3 FAMILY ILLNESS); SHOULD THE "CADILLAC TAX" PROVISION BE ENACTED, THE PARTIES WILL RENEGOTIATE; RETURN OF SERVICE OBLIGATION SHOULD AN EMPLOYEE LEAVE THE DISTRICT WITHIN 2 YEARS OF RECEIVING TUITION REIMBURSEMENT; BACK TO SCHOOL NIGHT FULL DAY FOR STUDENTS AND TEACHERS.
GREAT MEADOWS	3 GH	05/2018	2.70	1805	2.70	1854						2018 -2021 -->	DIRECT 15 BECAME THE BASE PLAN FOR ALL EMPLOYEES.
GREENWICH TWP	3 I	09/2019	2.95	1842	2.90	1864	2.85	1885				2019 -2022 -->	ACTUAL START AND END TIMES WAS ELIMINATED FROM THE AGREEMENT; HEALTH PLAN CHANGED FROM DIRECT 10 TO DIRECT 15; FOR TEACHERS HIRED AFTER RATIFICATION OF THIS AGREEMENT, BASE PLAN SHALL BE DIRECT 20/30 UNTIL TENURE, BUT MAY CHOOSE TO PAY THE DIFFERENCE TO SELECT ANOTHER PLAN DURING THEIR NON-TENURE YEARS.
HACKETTSTOWN	6 DE	06/2019	2.80	2125	3.50	2731	3.25	2624	3.25	2710		2019 -2023 -->	TEACHERS SWITCHED TO DIRECT 15 FOR THEIR BASE PLAN; AMENDED WORK YEAR TO START PRIOR TO SEPT. 1; INCREASED STUDENT CONTACT TIME AT THE M.S. AND H.S. EFF. 7/1/20; CHANGED H.S. TEACHING SCHEDULE.
HARMONY	2 DE	07/2018	3.00		3.00							2018 -2021	

	EG / DFG	SETT DATE MO/YR	2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		2023-24 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$	%	\$	%	\$		
HOPE	2 FG	04/2017	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	2.60	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.
LOPATCONG	3 DE	03/2019	2.70	2043	2.90	2253							2018 -2021	
MANSFIELD	1 FG	05/2018	2.50		2.50								2018 -2021	
NORTH WARREN REG	8 FG	06/2018	4.00		4.00								2018 -2021 -->	ALL STAFF ARE IN D20/35 OR D25/35 FOR A SUBSTANTIAL SAVINGS FOR BOTH STAFF AND DISTRICT (ALLOWING FOR HIGHER ANNUAL SALARY INCREASES).
OXFORD	2 DE	08/2018	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.
WARREN CO VOC	10 V	06/2018	3.60		3.60								2018 -2021 -->	MOVING FROM DIRECT 10 TO DIRECT 15.
WARREN HILLS REG	8 FG	03/2019	2.80	2170	2.50	1991							2018 -2021 -->	CHANGE IN PRESCRIPTION CO-PAYS FOR MAIL ORDER.
WASHINGTON BORO	1 DE	02/2018	2.70	1854	2.70	1904							2018 -2021	
WASHINGTON TWP	1 GH	08/2019	3.00	1946	2.90	1937	2.90	1993					2019 -2022 -->	INCREASED CO-PAY TO \$20, ER CO-PAY TO \$100, OUTPATIENT SURGERY TO \$250, AND PRESCRIPTION TO \$14/\$10; OFFERED REBATES IF SELECTING LESS EXPENSIVE MEDICAL PLANS (i.e. EPO AND HIGH DEDUCTIBLE).
WHITE TWP	2 DE	06/2019	2.90	2048	2.90	2107	2.90	2169					2019 -2022	

COUNTY AVERAGE: WARREN	2.87	1878	2.90	1958	2.95	2115	3.25	2710
NUMBER COUNTED:	19	14	16	12	5	5	1	1

<i>CUMULATIVE AVERAGE:</i>	3.02	2194	3.08	2279	3.11	2375	3.30	2650	3.57	2947
<i>NUMBER COUNTED:</i>	465	327	300	208	129	92	18	13	5	4

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> |