

New Jersey Public Employment Relations Commission
NON-POLICE AND FIRE
COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM

Line #

SECTION I: Parties and Term of Contracts

1 Public Employer: Anytown Board of Education County: Anycounty

2 Employee Organization: Anytown Education Assn. Number of Employees in Unit: 100

3 Base Year Contract Term: July 1, 2013 - June 30, 2016 New Contract Term: July 1, 2016 - June 30, 2019

SECTION II: Type of Contract Settlement (please check only one)

4 Contract settled without neutral assistance

5 Contract settled with assistance of mediator

6 Contract settled with assistance of fact-finder

7 Contract settled with assistance of super-conciliator

8 If contract was settled in fact-finding, did the fact-finder issue a report with recommendations?
 Yes No

SECTION III: Salary Base

The salary base is the cost of salaries in the final year of the expired or expiring agreement. This is the base cost from which the parties negotiate the salary increases.

9 Salary Costs in Base Year \$ 6,500,000

10 Longevity Costs in Base Year \$ 150,000

11 Total Salary Base \$ 6,650,000

SECTION IV: Salary Increases for Each Year of New Agreement*

	Year 1	Year 2	Year 3	Year 4	Year 5
12 Effective Date (month/day/year)	<u>7/1/16</u>	<u>7/1/17</u>	<u>7/1/18</u>		
13 Cost of Salary Increments (\$)	<u>97,500</u>	<u>103,000</u>	<u>87,500</u>		
14 Salary Increase Above Increments (\$)	<u>50,000</u>	<u>59,100</u>	<u>84,300</u>		
15 Longevity Increase (\$)	<u>8,500</u>	<u>8,300</u>	<u>6,400</u>		
16 Total \$ Increase (sum of lines 13-15)	<u>156,000</u>	<u>170,400</u>	<u>178,200</u>		
17 New Salary Base (\$)	<u>6,806,000</u>	<u>6,976,400</u>	<u>7,154,600</u>		
18 Percentage increase over prior year	<u>2.35 %</u>	<u>2.5 %</u>	<u>2.55 %</u>		

*If contract duration is longer than five years, please add an additional page.

SECTION V: Increases in Other Contractual Economic Items or Newly Added Economic Items*

19	Item Description	Base Year Cost (\$)	Year 1 Increase (\$)	Year 2 Increase (\$)	Year 3 Increase (\$)	Year 4 Increase (\$)	Year 5 Increase (\$)
	Extracurricular	52,500	1,235	1,343	1,405		
	Uniform Allowance	3,500	500	0	0		
	Tuition Reimbursement	30,000	0	2,000	2,000		
	Black Seal Stipend	5,000	500	0	0		
	Paras Educ. Incentive	0	3,000	0	0		
20	Totals(\$):	91,000	5,235	3,343	3,405		

*If contract duration is longer than five years, please add an additional page.

SECTION VI: Medical Costs

	Base Year	Year 1
21 Health Plan Cost	\$ 2,027,175	\$ 2,189,349
22 Prescription Plan Cost	\$ 447,050	\$ 500,696
23 Dental Plan Cost	\$ 515,300	\$ 551,371
24 Vision Plan Cost	\$ 20,000	\$ 20,000
25 Total Cost of Insurance	\$ 3,009,525	\$ 3,261,416
26 Employee Insurance Contributions	\$ 601,905	\$ 717,512
27 Employee Contributions as % of Total Insurance Cost	20.0 %	22.0 %

Section VI: Medical Costs (continued)

28 Identify any insurance changes that were included in this CNA.
Changed insurance carrier (which saved approximately \$210,000).
Increased Rx co-pays from \$5/\$10 to \$10/\$20 (generic/brand).
Base plan for employees hired on or after 7/1/17 will be Direct 15.
Annual dental benefit will be increased from \$1,500 to \$2,000 per employee, effective 7/1/17.

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name:	<u>Jane Doe</u>
Position/Title:	<u>Business Administrator</u>
Signature:	<u>/s/ Jane Doe</u>
Date:	<u>9/6/16</u>

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: contracts@perc.state.nj.us

NJ Public Employment Relations Commission
Conciliation and Arbitration
PO Box 429
Trenton, NJ 08625
Phone: 609-292-9898

Revised 8/2016