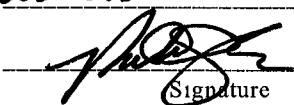


Certification

I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective bargaining agreement for the term beginning 7/1/2022 thru 6/30/2025

Employer. Bellmawr Board of Education
County. Camden
Date. 2/2/2023
Name Patrick Doyle
Print Name
Title. Business Administrator/Board Secretary

Signature

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: Bellmawr Board of Ed County: Camden
 2 Employee Organization: BEA - Teachers Number of Employees in Unit: 116
 3 Base Year Contract Term: 7/1/21- 6/30/22 New Contract Term: 7/1/22- 6/30/25

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 \$ 8,579,044.⁰⁰
 10 Longevity Costs in Base Year \$ 1,000.⁰⁰
 11 Total Salary Base \$ 8,580,044.⁰⁰

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>07/01/2022</u>	<u>07/01/2023</u>	<u>07/01/2024</u>		
13 Cost of Salary Increments (\$)	<u>225,505</u>	<u>259,952</u>	<u>241,093</u>		
14 Salary Increase Above Increments (\$)	<u>62,321</u>	<u>36,750</u>	<u>65,825</u>		
15 Longevity Increase (\$)	<u>—</u>	<u>—</u>	<u>—</u>		
16 Total \$ Increase (sum of lines 13-15)	<u>287,826</u>	<u>296,702</u>	<u>306,918</u>		
17 New Salary Base (\$)	<u>8,867,870</u>	<u>9,164,572</u>	<u>9,471,490</u>		
18 Percentage increase over prior year	<u>3.35 %</u>	<u>3.35 %</u>	<u>3.35 %</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 (\$)
	Scheduled Stipends	87567	23983	—	—		
20	Totals(\$):	87567	23983				

*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	\$ 2194772	\$ Same
22	Prescription Plan Cost	\$ 453768	\$ Same
23	Dental Plan Cost	\$ 87312	\$ Same
24	Vision Plan Cost	\$ 11032.80	\$ Same
25	Total Cost of Insurance	\$ 2747104.80	\$ Same
26	Employee Insurance Contributions	\$ 475833.01	\$ same
27	Employee Contributions as % of Total Insurance Cost	17.4 %	Same %

Section VI: Medical Costs (continued)

28 Identify any insurance changes that were included in this CNA.


None

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name: Patrick Doyle

Position/Title: Business Administrator / Board Secretary

Signature: 

Date: 2/2/2023

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

Revised 8/2016

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: Bellmawr Board of Ed County Camden
 2 Employee Organization: BEA - Admin Asssts. Number of Employees in Unit: 6
 3 Base Year Contract Term: 7/1/21 - 6/30/22 New Contract Term: 7/1/22 - 6/30/25

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 \$ 276,789
 10 Longevity Costs in Base Year \$ —
 11 Total Salary Base \$ 276,789

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>7/1/22</u>	<u>7/1/23</u>	<u>7/1/24</u>		
13 Cost of Salary Increments (\$)	<u>2,607</u>	<u>2,604</u>	<u>2,605</u>		
14 Salary Increase Above Increments (\$)	<u>7,088</u>	<u>7,437</u>	<u>7,759</u>		
15 Longevity Increase (\$)	<u>—</u>	<u>—</u>	<u>—</u>		
16 Total \$ Increase (sum of lines 13-15)	<u>9,695</u>	<u>10,041</u>	<u>10,364</u>		
17 New Salary Base (\$)	<u>286,484</u>	<u>296,525</u>	<u>306,889</u>		
18 Percentage increase over prior year	<u>3.5</u> %	<u>3.5</u> %	<u>3.5</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*

N/A

19	Item Description	Base Year Cost (\$)	Year 1 Increase (\$)	Year 2 Increase (\$)	Year 3 Increase (\$)	Year 4 Increase (\$)	Year 5 Increase (\$)
20	Totals(\$):						

*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	\$ 2194992	\$ Same
22	Prescription Plan Cost	\$ 453768	\$ Same
23	Dental Plan Cost	\$ 87312	\$ Same
24	Vision Plan Cost	\$ 11032.80	\$ Same
25	Total Cost of Insurance	\$ 2747104.80	\$ Same
26	Employee Insurance Contributions	\$ 475833.01	\$ Same
27	Employee Contributions as % of Total Insurance Cost	17.4 %	Same %

Section VI: Medical Costs (continued)

28 Identify any insurance changes that were included in this CNA.

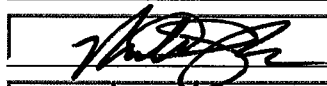
None

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name: Patrick Doyle

Position/Title: Business Administrator / Board Secretary

Signature: 

Date: 2/2/2023

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New Jersey Public Employment Relations Commission
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COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM

Line #

SECTION I: Parties and Term of Contracts

1 Public Employer: Bellmawr Board of Ed County: Camden
 2 Employee Organization: BEA - Custodians Number of Employees in Unit: 10
 3 Base Year Contract Term: 7/1/21- 6/30/22 New Contract Term: 7/1/22- 6/30/25

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 \$ 419,879
 10 Longevity Costs in Base Year \$ —
 11 Total Salary Base \$ 419,879

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>7/1/22</u>	<u>7/1/23</u>	<u>7/1/24</u>		
13 Cost of Salary Increments (\$)	<u>4,342</u>	<u>4,500</u>	<u>4,500</u>		
14 Salary Increase Above Increments (\$)	<u>10,360</u>	<u>10,730</u>	<u>11,239</u>		
15 Longevity Increase (\$)	<u>—</u>	<u>—</u>	<u>—</u>		
16 Total \$ Increase (sum of lines 13-15)	<u>14,702</u>	<u>15,230</u>	<u>15,739</u>		
17 New Salary Base (\$)	<u>434,581</u>	<u>449,811</u>	<u>465,550</u>		
18 Percentage increase over prior year	<u>3.5</u> %	<u>3.5</u> %	<u>3.5</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*

None

19	Item Description	Base Year Cost (\$)	Year 1 Increase (\$)	Year 2 Increase (\$)	Year 3 Increase (\$)	Year 4 Increase (\$)	Year 5 Increase (\$)
20	Totals(\$):						

*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	\$ 219492	\$ Same
22 Prescription Plan Cost	\$ 453768	\$ Same
23 Dental Plan Cost	\$ 87312	\$ Same
24 Vision Plan Cost	\$ 11032. ⁸⁰	\$ Same
25 Total Cost of Insurance	\$ 2,747,104. ⁸⁰	\$ Same
26 Employee Insurance Contributions	\$ 475833. ⁰¹	\$ Same
27 Employee Contributions as % of Total Insurance Cost	17.4 %	Same %

Section VI: Medical Costs (continued)

28 Identify any insurance changes that were included in this CNA.

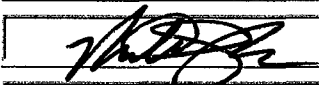
None

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name: Patrick Doyle

Position/Title: Business Administrator / Board Secretary

Signature: 

Date: 2/2/2023

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Line #

SECTION I: Parties and Term of Contracts

1 Public Employer: Bellmawr Board of Ed County: Camden
 2 Employee Organization: BEA - Paraprofessionals Number of Employees in Unit: 8
 3 Base Year Contract Term: 7/1/21- 6/30/22 New Contract Term: 7/1/22- 6/30/25

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 \$ 230,760
 10 Longevity Costs in Base Year \$ —
 11 Total Salary Base \$ 230,760

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>7/1/22</u>	<u>7/1/23</u>	<u>7/1/24</u>		
13 Cost of Salary Increments (\$)	<u>368</u>	<u>368</u>	<u>368</u>		
14 Salary Increase Above Increments (\$)	<u>7,700</u>	<u>7,998</u>	<u>8,296</u>		
15 Longevity Increase (\$)	<u>—</u>	<u>—</u>	<u>—</u>		
16 Total \$ Increase (sum of lines 13-15)	<u>8,068</u>	<u>8,366</u>	<u>8,664</u>		
17 New Salary Base (\$)	<u>238,828</u>	<u>247,194</u>	<u>255,858</u>		
18 Percentage increase over prior year	<u>3.5 %</u>	<u>3.5 %</u>	<u>3.5 %</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*

None

19	Item Description	Base Year Cost (\$)	Year 1 Increase (\$)	Year 2 Increase (\$)	Year 3 Increase (\$)	Year 4 Increase (\$)	Year 5 Increase (\$)
20	Totals(\$):						

*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	\$ <u>2194992</u>	\$ <u>same</u>
22	Prescription Plan Cost	\$ <u>453768</u>	\$ <u>same</u>
23	Dental Plan Cost	\$ <u>87312</u>	\$ <u>same</u>
24	Vision Plan Cost	\$ <u>11032.50</u>	\$ <u>same</u>
25	Total Cost of Insurance	\$ <u>2,747,104.50</u>	\$ <u>same</u>
26	Employee Insurance Contributions	\$ <u>475833.01</u>	\$ <u>same</u>
27	Employee Contributions as % of Total Insurance Cost	<u>17.4</u> %	<u>same</u> %

Section VI: Medical Costs (continued)

28 Identify any insurance changes that were included in this CNA.


None

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

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Position/Title: Business Administrator / Board Secretary

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Date: 2/2/2023

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