

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: <input type="text" value="Demarest Board of Education"/>	County: <input type="text" value="Bergen"/>
2	Employee Organization: <input type="text" value="Demarest Custodial Association"/>	Number of Employees in Unit: <input type="text" value="10"/>
3	Base Year Contract Term: <input type="text" value="07/01/2017"/>	New Contract Term: <input type="text" value="3 years"/>

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

4	<input checked="" type="checkbox"/> Contract settled without neutral assistance
5	<input type="checkbox"/> Contract settled with assistance of mediator
6	<input type="checkbox"/> Contract settled with assistance of fact-finder
7	<input type="checkbox"/> 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 <input type="checkbox"/> No <input type="checkbox"/>

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	<input type="text" value="\$366,945"/>
10	Longevity Costs in Base Year	<input type="text" value="\$10,000"/>
11	Total Salary Base	<input type="text" value="\$376,945"/>

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)	<input type="text" value="07/01/2017"/>	<input type="text" value="07/01/2018"/>	<input type="text" value="07/01/2019"/>	<input type="text" value="N/A"/>	<input type="text" value="N/A"/>
13 Cost of Salary Increments (\$)	<input type="text" value="4,073"/>	<input type="text" value="8,407"/>	<input type="text" value="6,872"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
14 Salary Increase Above Increments (\$)	<input type="text" value="8,770"/>	<input type="text" value="4,886"/>	<input type="text" value="6,886"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
15 Longevity Increase (\$)	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
16 Total \$ Increase (sum of lines 13-15)	<input type="text" value="12,843"/>	<input type="text" value="13,293"/>	<input type="text" value="13,758"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
17 New Salary Base (\$)	<input type="text" value="389,788"/>	<input type="text" value="403,081"/>	<input type="text" value="416,839"/>	<input type="text" value="0"/>	<input type="text" value="0"/>
18 Percentage increase over prior year	<input type="text" value="3.41"/> %	<input type="text" value="3.41"/> %	<input type="text" value="3.41"/> %	<input type="text" value=""/> %	<input type="text" value=""/> %

**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 (\$)
	After school bus driving stipend/per trip	75	25	0	0	0	0
20	Totals(\$):	75	25	0	0	0	0

**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	\$ 201,651	\$ 227,893
22 Prescription Plan Cost	\$ 0	\$ 0
23 Dental Plan Cost	\$ 9,490	\$ 10,325
24 Vision Plan Cost	\$ 0	\$ 0
25 Total Cost of Insurance	\$ 211,141	\$ 238,218
26 Employee Insurance Contributions	\$ 14,933	\$ 16,876
27 Employee Contributions as % of Total Insurance Cost	7.07 %	7.08 %

Section VI: Medical Costs (continued)

28 Identify any insurance changes that were included in this CNA.
A non-pensionable stipend will be given to DEA members contributing to the health insurance under Ch 78. This stipend is scaled based on the employees years of service in the district as follows:
Years 0-5 \$65; Years 6-14 \$165; Years 15 and greater \$415.

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name: T. THOMAS J. PEREZ
Position/Title: SBA/OS
Signature: [Handwritten Signature]
Date: 1/17/18

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

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