

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: Old Bridge Township BOE County: Middlesex
 2 Employee Organization: Old Bridge Education Association Number of Employees in Unit: 1,133
 3 Base Year Contract Term: 2018-2019 New Contract Term: 7/1/2019 - 6/30/2024

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 \$ 72,302,501
 10 Longevity Costs in Base Year \$ 1,635,291
 11 Total Salary Base \$ 73,937,792

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>7/1/2019</u>	<u>7/1/2020</u>	<u>7/1/2021</u>	<u>7/1/2022</u>	<u>7/1/2023</u>
13 Cost of Salary Increments (\$)	<u>361,512</u>	<u>2,178,835</u>	<u>2,244,200</u>	<u>2,333,968</u>	<u>2,450,666</u>
14 Salary Increase Above Increments (\$)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
15 Longevity Increase (\$)	<u>8,176</u>	<u>50,387</u>	<u>51,899</u>	<u>53,975</u>	<u>56,673</u>
16 Total \$ Increase (sum of lines 13-15)	<u>369,668</u>	<u>2,229,222</u>	<u>2,296,101</u>	<u>3,153,311</u>	<u>4,099,305</u>
17 New Salary Base (\$)	<u>74,307,460</u>	<u>76,536,682</u>	<u>78,832,782</u>	<u>81,986,094</u>	<u>86,085,398</u>
18 Percentage increase over prior year	<u>(1/2 yr) 1 %</u>	<u>3 %</u>	<u>3 %</u>	<u>4 %</u>	<u>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*

19	Item Description	Base Year Cost (\$)	Year 1 Increase (\$)	Year 2 Increase (\$)	Year 3 Increase (\$)	Year 4 Increase (\$)	Year 5 Increase (\$)
	n/a						
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	\$22,705,920	\$22,365,331
22 Prescription Plan Cost	\$6,572,650	\$6,572,650
23 Dental Plan Cost	\$1,274,017	\$1,274,017
24 Vision Plan Cost	\$69,136	\$69,136
25 Total Cost of Insurance	\$30,621,723	\$30,281,134
26 Employee Insurance Contributions	\$5,636,368	\$5,570,561
27 Employee Contributions as % of Total Insurance Cost	18.41 %	18.34 %

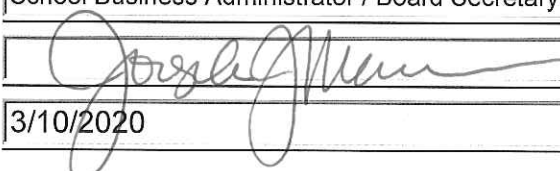
Section VI: Medical Costs (continued)

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

Effective 7/1/2020 all new hires are required to enroll in Direct Zero for a minimum of 4 years. Any existing employees who transfer from Direct 15 to Direct Zero will receive a one-time stipend for 25% of the savings to the district, net of employee contributions.

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name: Joseph J. Marra
Position/Title: School Business Administrator / Board Secretary
Signature: 
Date: 3/10/2020

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
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