

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: DEMAREST BOARD OF EDUCATION County: BERGEN  
 2 Employee Organization: DEMAREST EDUCATION ASSOCIATION Number of Employees in Unit: 85  
 3 Base Year Contract Term: 7/1/2019 - 6/30/2020 New Contract Term: 7/1/2020 - 6/30/2023

**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 \$ 5,934,973  
 10 Longevity Costs in Base Year \$ 135,000  
 11 Total Salary Base \$ 6,069,973

**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>07/01/2020</u>	<u>07/01/2021</u>	<u>07/01/2022</u>		
13 Cost of Salary Increments (\$)	<u>91,744</u>	<u>84,803</u>	<u>106,583</u>		
14 Salary Increase Above Increments (\$)	<u>86,142</u>	<u>98,560</u>	<u>82,404</u>		
15 Longevity Increase (\$)	<u>18,000</u>	<u>24,000</u>	<u>6,500</u>		
16 Total \$ Increase (sum of lines 13-15)	<u>195,886</u>	<u>207,363</u>	<u>195,487</u>		
17 New Salary Base (\$)	<u>6,265,859</u>	<u>6,473,222</u>	<u>6,668,709</u>		
18 Percentage increase over prior year	<u>3.23</u> %	<u>3.31</u> %	<u>3.02</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 (\$)
	COCURRICULAR/ATHLETIC STIPENDS	113,051	0	0	3,392		
	CH 78 RELIEF	14,470	6,210	0	0		
20	Totals(\$):	127,521	6,210	0	3,392		

*\*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	\$ 1,818,513	\$ 1,759,619
22	Prescription Plan Cost	\$ 0	\$ 0
23	Dental Plan Cost	\$ 94,816	\$ 94,816
24	Vision Plan Cost	\$ 0	\$ 0
25	Total Cost of Insurance	\$ 1,913,329	\$ 1,854,435
26	Employee Insurance Contributions	\$ 424,428	\$ 403,748
27	Employee Contributions as % of Total Insurance Cost	22.18 %	21.78 %

Employer: Demarest Board of Education

Employee Organization: Demarest Education Association

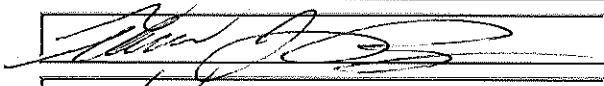
Section VI: Medical Costs (continued)

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

All DEA members paying for health insurance will receive the benefit of one (1) paycheck health insurance contribution "holiday". Specifically, one (1) of the two (2) monthly health insurance deductions will not be withheld from the employees' payroll during the month of June for each year of this agreement. This provision will be in effect until June 30, 2023.

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name: Thomas J. Perez  
Position/Title: Business Administrator/Board Secretary  
Signature:   
Date: 6/25/2020

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](mailto: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