

**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: Somerset Hills Board of Education County: Somerset  
 2 Employee Organization: Somerset Hills EA Number of Employees in Unit: 283  
 3 Base Year Contract Term: July 1, 2015 - June 30, 2018 New Contract Term: July 1, 2018 - June 30, 2021

**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 \$ 17,912,899  
 10 Longevity Costs in Base Year \$ 40,305  
 11 Total Salary Base \$ 17,953,204

**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>07/01/2018</u>	<u>07/01/2019</u>	<u>07/01/2020</u>		
13 Cost of Salary Increments (\$)	<u>538,596</u>	<u>554,754</u>	<u>571,396</u>		
14 Salary Increase Above Increments (\$)	<u>0</u>	<u>0</u>	<u>0</u>		
15 Longevity Increase (\$)	<u>0</u>	<u>0</u>	<u>0</u>		
16 Total \$ Increase (sum of lines 13-15)	<u>538,596</u>	<u>554,754</u>	<u>571,754</u>		
17 New Salary Base (\$)	<u>18,491,800</u>	<u>19,046,554</u>	<u>19,618,308</u>		
18 Percentage increase over prior year	<u>3.00</u> %	<u>3.00</u> %	<u>3.00</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 (\$)
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	\$5,172,350	\$5,301,659
22	Prescription Plan Cost	\$ included in Health	\$ included in Health
23	Dental Plan Cost	\$273,652	\$273,652
24	Vision Plan Cost	\$n/a	\$n/a
25	Total Cost of Insurance	\$5,446,002	\$5,575,311
26	Employee Insurance Contributions	\$1,100,001	\$1,112,000
27	Employee Contributions as % of Total Insurance Cost	20.20 %	19.94 %

**Section VI: Medical Costs (continued)**


**28 Identify any insurance changes that were included in this CNA.**  
Effective July 1, 2019, maximum Chapter 78 employee contribution shall be 25% of the premium cost. Employee Waiver for waiving their health and dental insurance: hired prior to 7/1/2016 receive 20% of premium savings or \$5,000, which ever is less. Hired 7/1/2016 - 7/1/2019 will received 15% of premium savings or \$5,000, which ever is less. Hired after 7/1/2019 will not be eligible for any waiver. Employee waiving medical insurance, but opting to participate in the dental plan, will continue to pay 100% of the dental premium.

**SECTION VII: Certification and Signature**

**29** The undersigned certifies that the foregoing figures are true:

Print Name: Jinnee DeMarco

Position/Title: Business Administrator

Signature: 

Date: 10/12/2020

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  
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