

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: Watchung Borough Board of Education County: Somerset
 2 Employee Organization: Watchung Borough Education Assn. Number of Employees in Unit: 70
 3 Base Year Contract Term: July 1, 2013-June 30, 2016 New Contract Term: July 1, 2016-June 30, 2019

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 \$ 4,475,734
 10 Longevity Costs in Base Year \$ 0
 11 Total Salary Base \$ 4,475,734

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>7/1/2016</u>	<u>7/1/2017</u>	<u>7/1/2018</u>		
13 Cost of Salary Increments (\$)	<u>111,905</u>	<u>114,685</u>	<u>117,555</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>111,905</u>	<u>114,685</u>	<u>117,555</u>		
17 New Salary Base (\$)	<u>4,587,639</u>	<u>4,702,323</u>	<u>4,819,878</u>		
18 Percentage increase over prior year	<u>2.5</u> %	<u>2.5</u> %	<u>2.5</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 (\$)
	Extracurricular	66,000	1,650	0	0		
	Tuition	20,000	0	0	0		
	Addtl duties	30,000	750	0	0		
20	Totals(\$):	116,000	2,400	0	0		

*If contract duration is longer than five years, please add an additional page.

SECTION VI: Medical Costs

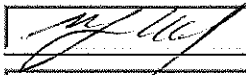
	Base Year	Year 1	
21	Health Plan Cost	\$ 1,792,734	\$ 1,860,000
22	Prescription Plan Cost	\$ N/A	\$ N/A
23	Dental Plan Cost	\$ 96,120	\$ 106,080
24	Vision Plan Cost	\$ 12,000	\$ 12,000
25	Total Cost of Insurance	\$ 1,900,854	\$ 1,978,080
26	Employee Insurance Contributions	\$ 305,097	\$ 335,000
27	Employee Contributions as % of Total Insurance Cost	16.05 %	16.94 %

Section VI: Medical Costs (continued)

28 Identify any insurance changes that were included in this CNA.
Increased PPO medical plan co-pays from \$15/\$15 to \$20/\$40.
PPO out of network benefit decreased from 80/20 to 70/30

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name:	IRFAN EVCIL
Position/Title:	BUSINESS ADMINISTRATOR
Signature:	
Date:	12/23/2016

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

Revised 8/2016