

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: Closter Board of Education County: Bergen County
 2 Employee Organization: Closter Education Association Number of Employees in Unit: 192
 3 Base Year Contract Term: 7/1/2019-6/30/2022 New Contract Term: 7/1/2022 - 6/30/2026

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

** ABOUT TO HEAD TO FACT-FINDING
 AND BOE & ASSOCIATION DECIDED
 TO CONTINUE MEETING AND
 EVENTUALLY SETTLED.*

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 \$ 11,918,281
 10 Longevity Costs in Base Year \$ 84,119
 11 Total Salary Base \$ 12,002,400

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>7/1/2022</u>	<u>7/1/2023</u>	<u>7/1/2024</u>	<u>7/1/2025</u>	
13 Cost of Salary Increments (\$)	<u>195,054</u>	<u>171,203</u>	<u>157,406</u>	<u>146,792</u>	
14 Salary Increase Above Increments (\$)	<u>190,226</u>	<u>204,449</u>	<u>228,242</u>	<u>250,594</u>	
15 Longevity Increase (\$)	<u>5,481</u>	<u>10,150</u>	<u>4,350</u>	<u>10,950</u>	
16 Total \$ Increase (sum of lines 13-15)	<u>390,761</u>	<u>385,802</u>	<u>389,998</u>	<u>408,336</u>	
17 New Salary Base (\$)	<u>12,393,161</u>	<u>12,778,963</u>	<u>13,168,960</u>	<u>13,577,296</u>	
18 Percentage increase over prior year	<u>3.26</u> %	<u>3.11</u> %	<u>3.05</u> %	<u>3.10</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 (\$)
	Extra & Co-Curricular	60,521	62,492	65,460	68,078	70,801	
	Overnight Trip	3000	1500	0	0	0	
20	Totals(\$):	63,521	63,992	65,460	68,078	70,801	

*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	\$ 2,667,793	\$ 2,962,973
22 Prescription Plan Cost	\$ 0	\$ 0
23 Dental Plan Cost	\$ 166,932	\$ 171,412
24 Vision Plan Cost	\$ 0	\$ 0
25 Total Cost of Insurance	\$ 2,834,725	\$ 3,134,385
26 Employee Insurance Contributions	\$ 641,294	\$ 706,841
27 Employee Contributions as % of Total Insurance Cost	22.6 %	22.5 %

Employer: Closter Board of Education

Employee Organization: Closter Education Association

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Section VI: Medical Costs (continued)

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

None

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name:

FLOREN M. VILANUEVA JR.

Position/Title:

School Business Administrator/Board Secretary

Signature:



Date:

JULY 6, 2023

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