

SUMMARY FORM

**COLLECTIVE BARGAINING AGREEMENT
PUBLIC SECTOR / NON-POLICE & NON-FIRE**

Section I: Agreement Details

Public Employer: Ramapo Indian Hills Regional H.S. District County: BERGEN
 Employee Organization: Ramapo Indian Hills Education Association Employees in Unit: 304
 Base Year Contract Term: 3 years New Contract Term: 3 years
 Type of Settlement: Mediated Settlement Fact-Finder Recommendation Voluntary Settlement Super Conciliation

	Column A Base Year - Total Costs <small>(Last Year of Previous agreement)</small>	Column B New Base Year - Total Costs <small>(First Year of Successor agreement)</small>
Section II: Economic		
Item 1 Salary	<u>17,905,718.62</u>	<u>18,303,621.18</u>
Item 2 Increment		
Item 3 Longevity	<u>550,961.00</u>	<u>585,934</u>
Item 4		
Item 5		
Item 6		
Item 7		
Item 8		
Item 9		
Item 10		
Item 11		
Item 12		
Any additional items list on separate sheet		
Section III: Totals - Sum of costs in each column	<u>18,456,679.62</u> <small>(Total)</small>	<u>18,889,555.18</u> <small>(Total)</small>

Section IV: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Base Year (previous agreement)			
Effective Date (m/d/yyyy)	<u>7/1/14</u>	<u>7/1/15</u>	<u>7/1/16</u>
Percent Increase	<u>2.35</u>	<u>2.70</u>	<u>2.83</u>
Total cost of increase	<u>437,875.56</u>	<u>510,054.18</u>	<u>548,284.04</u>
Total base salary (successor agreement)	<u>18,889,555.18</u>	<u>19,399,109.36</u>	<u>19,947,843.40</u>

Section V: Impact of Settlement - average annual increase over term of agreement

Percentage Impact (average per year over term of agreement) 2.63
 Dollar Impact (average per year over term of agreement) 497,076.26

Section VI

Health Insurance (Indicate costs associated on each line)

	Base Year	Year 1			
Cost of Health Plan	<u>3,892,924.90</u>				
Employee Contributions	<u>(468,896.74)</u>				
Prescription	<u>330,418</u>				
Dental	<u>316,163</u>				
Vision					

The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, s/he is subject to punishment.

Section VII

Prepared by: BERNICE PARRELLA Title: ASSISTANT BUSINESS ADMIN.
 Signature: Bernice Parrella Date: 1/6/16