

SUMMARY FORM

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

Section I: Agreement Details

Public Employer: Northern Highlands Regional High School District County: Bergen
 Employee Organization: Northern Highlands Education Association Employees in Unit: 170
 Base Year Contract Term: 7/1/2009 6/30/2012 New Contract Term 7/1/2012 6/30/2015
 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 <u>Salary</u>	\$9,344,418	\$9,344,418
Item 2 <u>Increment</u>		\$214,924
Item 3 <u>Longevity</u>		
Item 4 _____		
Item 5 _____		
Item 6 _____		
Item 7 _____		
Item 8 _____		
Item 9 _____		
Item 10 _____		
Item 11 _____		
Item 12 _____		
<small>Any additional items list on separate sheet Additional Items</small>		
Section III: Totals - Sum of costs in each column	<u>\$9,344,418</u> <small>(Total)</small>	<u>\$9,559,343</u> <small>(Total)</small>

Section IV: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Base Year (previous agreement)	<u>\$9,344,418</u>			
Effective Date (m/d/yyyy)	<u>7/1/2012</u>	<u>7/1/2013</u>	<u>7/1/2014</u>	
Percent Increase	<u>2.3%</u>	<u>2.3%</u>	<u>2.3%</u>	
Total cost of increase	<u>\$214,924</u>	<u>\$219,869</u>	<u>\$224,881</u>	
Total base salary (successor agreement)	<u>\$9,559,343</u>	<u>\$9,779,211</u>	<u>\$10,004,092</u>	

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

Percentage Impact (average per year over term of agreement) 2.30
 Dollar Impact (average per year over term of agreement) \$219,891.33

Section VI

Health Insurance (Indicate costs associated on each line)

	Base Year	Year 1		
Cost of Health Plan	\$2,660,607	\$3,059,698		
Employee Contributions	\$303,677	\$336,828		
Prescription				
Dental				
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: James Davis Title: Business Administrator/Board Secretary

 Signature Date: 8/7/2013