

SUMMARY FORM

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

Section I: Agreement Details

Public Employer: Pitman BOE County: Gloucester
 Employee Organization: School Employees in Unit: 222.44 FTE
 Base Year Contract Term: 13-14 New Contract Term: 2014-2019
 Type of Settlement: Mediated Settlement Fact-Finder Recommendation Voluntary Settlement Super Conciliation

	Column A Base Year - Total Costs <i>(Last Year of Previous agreement)</i>	Column B New Base Year - Total Costs <i>(First Year of Successor agreement)</i>
Section II: Economic		
Item 1 Salary	<u>10,454,250.00</u>	<u>10,757,523.00</u>
Item 2 Increment		
Item 3 Longevity		
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 Additional Items		
Section III: Totals - Sum of costs in each column	<u>10,454,250.00</u> (Total)	<u>10,757,523.00</u> (Total)

Section IV: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Base Year (previous agreement)	<u>10,454,250</u>				
Effective Date (m/d/yyyy)	<u>7/1/14</u>	<u>7/1/15</u>	<u>7/1/16</u>	<u>7/1/17</u>	<u>7/1/18</u>
Percent Increase	<u>2.90</u>	<u>2.90</u>	<u>2.68</u>	<u>2.40</u>	<u>2.30</u>
Total cost of increase ..	<u>303,273</u>	<u>312,251</u>	<u>296,697</u>	<u>273,116</u>	<u>268,242</u>
Total base salary (successor agreement)	<u>10,757,523</u>	<u>11,069,774</u>	<u>11,366,471</u>	<u>11,639,587</u>	<u>11,907,829</u>

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

Percentage Impact (average per year over term of agreement) 2.64
 Dollar Impact (average per year over term of agreement) 290,715.80

Section VI

Health Insurance (Indicate costs associated on each line)

	Base Year	Year 1	Year 2	Year 3	Year 4
Cost of Health Plan	<u>2,798,687.64</u>	<u>2,816,640.04</u>			
Employee Contributions	<u>401,000</u>	<u>557,162</u>			
Prescription	<u>w/medical</u>	<u>622,864.56</u>			
Dental	<u>86,629.92</u>	<u>90,881.76</u>			
Vision	<u>27,049.92</u>	<u>29,474.40</u>			

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: Deborah Roncace Title: Business Administrator
 Print Name
Deborah J. Roncace Date: 1/16/18
 Signature

Winner!

Pitman BOE
Counter Offer
December 15, 2014

Year	Salary	Benefit Change	Reimbursement up to*	Hourly rate	Stipends	Days
1	2.90%	None	-	30.00	0.00%	
2	2.90%	ER copay to \$ 100 AND outpatient surgical copay to \$ 100	32,600.00	32.00	1.75%	leave 10 minutes after dismissal on days prior to school closings and Fridays 12 month employees - rollover 8 vacation days add family illness day for part time employees; allowed to bank up to 2 per year.
3	2.68%	no changes in above	32,600.00	34.00	1.75%	6/30 notice of re-employment for aides add family illness #2 for FT employees; allowed to bank up to 3 per year. full PD days - 7:15 length of day - decrease by 15 minutes
4	2.40%	Above and inpatient hospital copay to \$ 100/day max 5 day	65,300.00	36.00	2.00%	
5	2.30%		65,300.00	36.00	2.00%	add \$3300 to custodian guide

* - reimbursement scheduled more frequently (quarterly)