

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: Mt. Ephraim Board of Education County: Camden

2 Employee Organization: Mt. Ephraim Education Association Number of Employees in Unit: 42

3 Base Year Contract Term: July 1, 2016 - June 30, 2019 New Contract Term: July 1, 2019 - June 30, 2022

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 \$ 2,921,544.00

10 Longevity Costs in Base Year \$ 2,000.00

11 Total Salary Base \$ 2,923,554.00

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>07/01/2019</u>	<u>07/01/2020</u>	<u>07/01/2021</u>		
13 Cost of Salary Increments (\$)	<u>90,568</u>	<u>93,376</u>	<u>96,270</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>90,568</u>	<u>93,376</u>	<u>96,270</u>		
17 New Salary Base (\$)	<u>3,012,122</u>	<u>3,105,498</u>	<u>3,201,768</u>		
18 Percentage increase over prior year	<u>3.10</u> %	<u>3.10</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 (\$)
	Stipends	9,335	0	0	0		
	Tuition Reimbursement	28,000	0	0	0		
20	Totals(\$):	37,335	0	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	\$ 580,923	\$ 674,806
22	Prescription Plan Cost	\$ 165,089	\$ 184,670
23	Dental Plan Cost	\$ 24,852	\$ 27,040
24	Vision Plan Cost	\$ 0	\$ 0
25	Total Cost of Insurance	\$ 770,864	\$ 886,516
26	Employee Insurance Contributions	\$ 174,076	\$ 203,849
27	Employee Contributions as % of Total Insurance Cost	22.58 %	22.99 %

Section VI: Medical Costs (continued)

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

The base plan for Prescription coverage shall change from \$5/\$10/\$0 to \$5/\$10/\$10 and agrees to add mandatory mail order for all maintenance meds, excluding controlled substances.

Any Employee enrolled in a health benefits plan will receive the following stipends each year:

Family: \$750

Parent-Child/Husband-Wife: \$500


Single: \$350

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name: Christopher Eberly

Position/Title: Business Administrator

Signature: 

Date: 01/15/2020

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

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