

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: DEMAREST BOARD OF EDUCATION County: BERGEN
 2 Employee Organization: DEMAREST SECRETARIES ASSOCIATION Number of Employees in Unit: 5
 3 Base Year Contract Term: 7/1/2019 - 6/30/2020 New Contract Term: 7/1/2020 - 6/30/2023

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 \$ 236,733
 10 Longevity Costs in Base Year \$ 2,800
 11 Total Salary Base \$ 239,533

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>07/01/2020</u>	<u>07/01/2021</u>	<u>07/01/2022</u>		
13 Cost of Salary Increments (\$)	<u>2,842</u>	<u>2,856</u>	<u>4,083</u>		
14 Salary Increase Above Increments (\$)	<u>4,260</u>	<u>4,459</u>	<u>3,452</u>		
15 Longevity Increase (\$)	<u>0</u>	<u>0</u>	<u>0</u>		
16 Total \$ Increase (sum of lines 13-15)	<u>7,102</u>	<u>7,315</u>	<u>7,535</u>		
17 New Salary Base (\$)	<u>246,635</u>	<u>253,950</u>	<u>261,485</u>		
18 Percentage increase over prior year	<u>2.96</u> %	<u>2.97</u> %	<u>2.97</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 (\$)
20	Totals(\$):						

**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	\$ 157,492	\$ 153,754
22	Prescription Plan Cost	\$ 0	\$ 0
23	Dental Plan Cost	\$ 6,924	\$ 6,924
24	Vision Plan Cost	\$ 0	\$ 0
25	Total Cost of Insurance	\$ 164,416	\$ 160,678
26	Employee Insurance Contributions	\$ 14,967	\$ 14,728
27	Employee Contributions as % of Total Insurance Cost	9.10 %	9.17 %

Section VI: Medical Costs (continued)

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

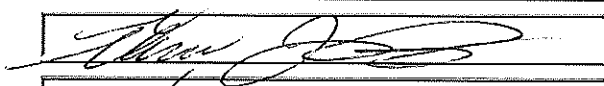
All members paying for health insurance will receive the benefit of one (1) paycheck health insurance contribution "holiday". Specifically, one (1) of the two (2) monthly health insurance deductions will not be withheld from the employees' payroll during the month of June for each year of this agreement. This provision will be in effect until June 30, 2023.

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name: Thomas J. Perez

Position/Title: Business Administrator/Board Secretary

Signature: 

Date: 6/23/2020

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

Revised 8/2016