

Recent Settlement Rates

County	District	Contract Years	Settlement Date	2014-15	2015-16	2016-17	*Other Achievements
Atlantic	Margate City	2014-2017	Nov. 2014	3.00	3.00	3.00	Reduced family illness days from 10 to 5 (which will now be cumulative under sick leave if unused).
Bergen	Ridgefield Park	2014-2018	May 2014	3.00	2.00	1.00	[1.00% in 2017-18]
Bergen	So Hackensack	2014-2017	June 2014	1.42	1.80	2.06	Removal of the severance pay clause; freeze for off-guide teachers.
Burlington	Lumberton	2014-2017	April 2014	3.47	3.19	2.98	2 Add'l workdays for teachers to address in-service issues; add'l 10 minutes pupil contact time each day to address newly instituted breakfast program.
Camden	Merchantville	2014-2017	Sept. 2014	2.00	2.75	2.75	Effective year 2, added 25 minutes of instructional time.
Camden	Oaklyn	2014-2017	Nov. 2014	3.60	2.30	2.30	Change from NJ Direct 10 to NJ Direct 15, lowering insurance costs; replaced one afternoon conference with an evening conference; horizontal movement on guide to now occur Sept. 1 and Feb. 1.
Cape May	Dennis Twp	2014-2017	May 2014	2.50	2.50	2.50	Removed 15 add'l days of "serious family illness" leave and added protective language for remaining family illness days; removed certain longevity payments for support staff; increased bus drivers and bus aides work year by 2 days; simplified teacher evaluation language; add'l controls on personal days.
Cumberland	Downe Twp	2014-2017	July 2014	2.00			Defined "full-time" as 30 or more hours per week on regular basis; [*note: contract to be re-opened spring 2015 to negotiate the 2015-16 increase only; to be re-opened for salary increase again for 2016-17.]
Cumberland	Hopewell Twp	2014-2017	June 2014	2.20	2.30	2.40	15 minutes add'l student contact time.
Essex	West Essex Reg	2014-2017	Sept. 2014	2.70	2.50	2.50	Removal of longevity for new employees hired after 7/1/14.
Gloucester	National Park	2014-2017	June 2014	2.75	2.90	2.90	Added 1 add'l teacher work day in 2014-15; effective 2014-15, staff to attend 1 add'l school event (before or after school); added 10 add'l minutes to teacher work day for student supervision.
Hunterdon	Kingwood	2014-2017	Aug. 2014	3.00	2.50	2.50	Lowered hourly rate from \$51 to \$45; reduced prescription reimbursement from 100% to 90%; added 3 new lower cost healthcare plan options for employees.
Mercer	Robbinsville Twp	2014-2017	June 2014	2.50	2.35	2.35	Contract language that pro-rated sick, vacation and personal days if staff member leaves mid-year; prescription giveback in year 3 of contract.
Middlesex	Cranbury	2014-2017	June 2014	2.04	2.05	1.93	Reduction in college reimbursement; smoothing of all guides, eliminating bubbles; no increases in longevity.
Middlesex	Edison	2014-2017	Sept. 2014	2.80	2.80	2.80	BA+15 and MA+45 degree differentials eliminated beginning 9/1/15 (current employees on these columns will stay); no teacher hired after 7/1/13 will receive \$250 tenure stipend.
Monmouth	Manalapan-Englishtown	2014-2017	April 2014	2.50	2.50	2.50	Obtained a length of service requirement following tuition reimbursement or repayment to district required.
Monmouth	Monmouth Co Voc	2014-2017	Sept. 2014	2.50	2.50	2.50	Value of accumulated sick leave capped.
Morris	Butler	2014-2017	June 2014	1.93	1.93	2.40	Lengthen school day at elementary school; new members go into Direct 15 (SEHBP); [*note: 2014-15 increase not effective until 2/1/15].
Ocean	Lakehurst	2014-2017	Aug. 2014	2.50	2.50	2.50	15 minutes increased student instruction time.
Passaic	Haledon	2014-2017	Oct. 2014	2.45	2.45	2.45	Established base plan as Direct 15 and those who select Direct 10 will pay the premium difference; added 3 more staff meetings.
Salem	Oldmans Twp	2014-2017	April 2014	2.75	2.75	2.75	Add'l 20 minutes to teachers work day.
Somerset	Warren Twp	2014-2017	Aug. 2014	2.30	2.30	2.30	Amended language for those courses qualifying for tuition reimbursement.
Sussex	Sussex-Wantage Reg	2014-2017	June 2014	2.50	2.50	2.50	15 minute increase in student contact time per day.
Union	Westfield	2014-2017	May 2014	2.00	2.00	2.00	1 extra professional development day; removed health insurance waiver incentive; removed coverage for health insurance while on extended leave; add'l supervision before school with no extra pay.