

Selection of Recent Settlements

March 2017 – March 2018

COUNTY	DISTRICT	2017-2018	2018-2019	2019-2020	CONTRACT YEARS	SETTLEMENT DATE	BOARD ACHIEVEMENTS
BERGEN	Pascack Valley Reg	3.14	3.17	2.77	2017-2020	April 2017	Teachers cover 2 duty periods per week; elimination of highest 2 tiers of longevity; instruction increased by 7 minutes per day; evening hours for guidance staff; efficiencies for payroll processing deadlines; teacher course reimbursement requires "B" or better.
BURLINGTON	Palmyra	2.85	2.75	2.75	2017-2020	May 2017	Eliminated teacher assistant longevity; revised stipend guide, eliminated steps, amounts flat for length of contract; improved contract language throughout.
CAMDEN	Haddon Twp.	2.90	2.90	3.00	2017-2020	Nov. 2017	Add'l 5 minutes from elementary teachers.
CAPE MAY	Cape May Sp. Svcs.	2.25	2.60	2.60	2017-2020	May 2017	Eff. 7/1/17, workday will include an add'l 30 mins. Non-student contact time, 4 days per week (M-Th); eff. 7/1/18, the add'l 30 mins. of non-student contact time will be 5 days per week; NJ Direct 15 is base plan, employee must pay 100% of differential for more expensive plan.
ESSEX	Livingston	2.95	2.90	2.85	2017-2020	April 2017	NJ Direct 15 is base plan for health insurance, members could buy-up to Direct 10 at 100% of the cost differential; all non-tenured staff must complete 10 hours of professional development under the direction of the superintendent and/or asst. supt.
GLOUCESTER	National Park	2.75	2.75	2.75	2017-2020	May 2017	Longevity eliminated for those hired after 6/30/17; decreased prep time by 10 minutes per week.
HUDSON	Weehawken	2.94	3.04	3.15	2017-2020	Nov. 2017	Switched from NJ Direct 10 to NJ Direct 15 for all employees; opt out health benefit payment capped at max. of \$3500; increased prescription co-pays to \$25 specialty drugs, \$10 name brand, \$5 generic; extra professional development days added.
HUNTERDON	Lebanon Twp.	3.00	3.00	3.00	2017-2020	June 2017	Implementing health insurance waiver incentive of \$2000 annually; increased teachers work year by one day (to 184 days); teachers workday increased by 15 mins. (to 7 hours); increased after school faculty meetings from 10 meetings to 18.
MERCER	Lawrence Twp.	2.75	2.75	2.80	2017-2020	June 2017	Increased ER co-pay from \$50 to \$100; eff. 7/1/17, reduced health insurance waiver incentive from 25% of premium to 20% of the board's share of premium; eff. 7/1/18, further reduced to 17.5%.
MIDDLESEX	Edison	3.14	2.90	2.96	2017-2020	Sept. 2017	Increased physician specialists co-pay from \$10 to \$15, emergency room co-pay from \$25 to \$50, out-of-network deductibles from \$100/\$200 to \$125/\$250; increased prescription co-pays from \$3/\$10 to \$5/\$15 and mandatory mail order for specialty medications; implementation of Horizon Omnia health plan, which is mandatory for new hires and any non-tenured members requesting health benefits for the first time (must stay on plan for 12 months); Omnia is optional for all other members and anyone who is on the Omnia plan drops to Tier II for contributions.
MONMOUTH	Monmouth Beach	2.22	2.75	2.75	2017-2020	June 2017	Health benefits changed from NJ Direct 10 to Direct 15.
MONMOUTH	West Long Branch	2.95	3.00	3.00	2017-2020	Nov. 2017	Increased office visit co-pay from \$5 to \$15; increased ER co-pay from \$25 to \$50; 30 visit annual limit on chiropractic visits (was unlimited).
MORRIS	Mount Olive	2.90	2.90	2.90	2017-2020	Oct. 2017	Changing health plan from NJ Direct 10 to Direct 15.
OCEAN	Point Pleasant	2.86	2.95	2.95	2017-2020	Aug. 2017	Tuition reimbursement buyback if an employee leaves district; reduced health insurance waiver 50% in first year and eliminated in its entirety in the last 2 years; NJ Direct 15 for new employees.
PASSAIC	Haledon	2.75	2.75	2.75	2017-2020	May 2017	Increased number of faculty meetings; modified morning duty requirements.
SOMERSET	Manville	2.90	2.95	3.00	2017-2020	Feb. 2018	Modifying the POS plan: increase in office visit co-pay from \$12.50 to \$15, ER co-pay from \$25 to \$100, out-of-network deductibles increase from \$150/\$300 to \$200/\$500 and \$2000/\$5000 increases to \$3000/\$6000, hospital inpatient out-of-network co-pay increases from \$200 to \$300, and visit limits on chiropractic and short-term therapies.
SUSSEX	Andover Reg.	2.45	2.50	2.55	2017-2020	Sept. 2017	Gained teaching time back; increased after school meetings from 90 minutes to 105 minutes; teachers shall participate in 5 evening activities (was 4); if employee chooses lower cost health plan, board and employee equally share the savings.
SUSSEX	Frankford	2.90	2.90	2.70	2017-2020	June 2017	Instituted mandatory high deductible HSA health plan enrollment for new hires after 7/1/17; increased co-pays for standard health plan.
SUSSEX	Stanhope	2.75	2.75	2.75	2017-2020	Dec. 2017	Eff. 2/1/18, the health insurance base plan changed from NJ Direct 10 to NJ Direct 15 for all employees; those electing to stay in NJ Direct 10 would have to pay the premium difference plus their Tier 4 status.
UNION	Union ESC	2.50	2.50	2.50	2017-2020	July 2017	Reduction of \$5000 in college credit tuition reimbursement; new hire paraprofessionals will be brought on at single only health benefits coverage.
WARREN	Franklin Twp.	2.40	2.80	2.40	2017-2020	May 2017	New employees receive EPO coverage, as opposed to Direct Access; specific language defining health insurance contributions based on current Chapter 78 year four levels; elimination of 12-month payment program for 10 month employees.