

## SELECTION OF RECENT SETTLEMENTS (MAY 2019-APRIL 2020)

County	District	Contract Years	Settlement Date	2019-20	2020-21	2021-22	Board Achievements
<b>Atlantic</b>	Atlantic County Special Services	2019-2022	Mar. 2020	3.00	3.00	3.00	One additional day added to work year for professional development
<b>Bergen</b>	Cresskill	2019-2022	May 2020	3.00	2.95	2.95	New hires required to select NJ Direct Zero (0); class coverages capped at \$10,000.
<b>Burlington</b>	Riverside	2019-2022	Feb. 2020	3.40	3.30	3.20	Teachers will now have to attend 3 night events instead of 2; administration has the ability to assign up to 3 sixth period coverages in each subject area instead of 2.
<b>Camden</b>	Bellmawr	2019-2022	Aug. 2019	3.80	3.60	3.55	Additional 15 minutes to start of day with full control over the first 30 minutes of teacher day; replaced 2 of 3 medical plans offered and replaced with new, more cost-effective plan.
<b>Cumberland</b>	Commercial Township	2019-2022	Feb. 2020	3.00	2.50	2.50	
<b>Essex</b>	Glen Ridge	2019-2022	Feb. 2020	3.25	3.25	3.25	
<b>Gloucester</b>	Gateway Regional	2019-2024	Sep. 2019	3.00	3.00	3.00	Offering 2 new plans to new staff effective 7/1/20 and will be phasing out Patriot X & Premier plans for existing staff; [fourth & fifth year increases not shown on chart: 3.00% (2022-23), 3.00% (2023-24)].
<b>Hudson</b>	Guttenberg	2019-2022	June 2019	3.00	3.00	3.00	More teaching time.
<b>Hunterdon</b>	Hunterdon Central Regional	2019-2022	May 2019	3.00	3.00	3.00	1 Additional day for professional learning.
<b>Mercer</b>	East Windsor Regional	2019-2022	June 2019	3.00	3.00	3.00	Gained 10 minutes additional student contact time.
<b>Middlesex</b>	South River	2019-2022	June 2019	3.20	3.25	3.25	Additional instructional time.
<b>Monmouth</b>	Keyport	2019-2022	Apr. 2020	3.30	3.25	3.25	Effective 7/1/20, current Direct 10 plan will include increases to ER & in-patient co-pays and out-of-network (OON) coinsurance changes from 80% to 70%; employees will also have a choice of 4 additional plans including Direct Zero, Direct 20/35, Horizon EPO and existing KAA Direct 10 with 60% OON co-insurance; new hires will be enrolled in direct zero and may pay 100% cost differential to select a different plan; employees who voluntarily select any of the 4 additional plans will receive annual stipends equal to 35% of the premium savings between base plan and selected plan.
<b>Morris</b>	Boonton Township	2019-2022	June 2019	3.25	3.25	3.25	Moved from direct 15 to direct zero achieving a lower cost premium for district and employee contributions; some language changes.
<b>Morris</b>	Chatham School District	2019-2023	Nov. 2019	3.40	3.20	3.05	Change in health benefit plan; [fourth year increase not shown on chart: 3.00% (2022-23)].
<b>Ocean</b>	Southern Regional	2019-2022	June 2019	2.90	2.90	2.90	Incentive for employees to voluntarily opt for lower cost coverage will result in premium saving for district; cleaned up language.
<b>Passaic</b>	Passaic County Manchester	2019-2022	Aug. 2019	3.00	3.00	3.00	Change in health plans resulting in savings (off-set reduction in contributions); 2 additional days of professional development; office hours for students one day per week.
<b>Salem</b>	Salem County Votech	2019-2023	Sep. 2019	3.00	3.25	3.25	[Fourth year increase not shown on chart: 3.25% (2022-23)].
<b>Somerset</b>	Bedminster	2019-2023	Dec. 2019	3.00	3.00	3.00	One less prep period per week; moved to Direct 15 as base plan, Direct 10 goes away (no buy up permitted); increased threshold to be eligible for benefit coverage from 20 hours to 25 hours per week. [Fourth year increase not shown on chart: 3.00% (2022-23)].
<b>Sussex</b>	Hampton	2019-2022	June 2019	2.75	2.75	2.75	
<b>Union</b>	Rahway	2019-2022	July 2019	3.10	3.20	3.20	Longevity is now funded within the salary percentage increase each year; included options to contain prescription drug insurance costs, eliminated high cost-low value drugs from coverage when there is another drug option, and implemented CVS maintenance choice program; restricted horizontal guide movement to twice a year; broadened and further defined the recognition of doctoral degrees (before only recognized EdD and PhD).
<b>Warren</b>	Greenwich Township	2019-2022	Sep. 2019	2.95	2.90	2.85	Actual start and end times were eliminated from the agreement; health plan changed from Direct 10 to Direct 15; for teachers hired after ratification of this agreement, base plan shall be Direct 20/30 until tenure, but may choose to pay the difference to select another plan during their non-tenure years.