

	EG / DFG	SETT DATE MO/YR	2018-19 INCREASES		2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$	%	\$	%	\$		
BRANCHBURG	4	I	08/2016	2.50	1783								2016-2019 -->	REDUCTION OF PERSONAL AND SICK DAYS; REDUCTION OF STIPEND FOR SPEECH CORRECTIONISTS, SPEECH AND LANGUAGE THERAPISTS, GUIDANCE COUNSELORS, SOCIAL WORKERS, SCHOOL PSYCHOLOGISTS, OCCUPATIONAL THERAPISTS AND LDTC.
FRANKLIN TWP	7	GH	05/2018	2.50	1709	3.10	2172	3.10	2239				2018-2021 -->	ADDED TIME AT MIDDLE SCHOOL.
GREEN BROOK	4	GH	10/2017	3.00		3.00							2017-2020 -->	BASE MEDICAL IS NOW 20/35 PLAN.
HILLSBOROUGH	7	I	10/2016	2.50									2016-2019	
MANVILLE	5	CD	02/2018	2.95	1872	3.00	1957						2017-2020 -->	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.
WARREN TWP	4	I	08/2017	2.90		2.80							2017-2020 -->	EMPLOYEE CONTRIBUTIONS BASED UPON DIRECT 15 PLAN, EMPLOYEES CAN PURCHASE DIRECT 10 AT 100% OF COST DIFFERENTIAL; 1 ADD'L DAY ADDED FOR PROFESSIONAL DEVELOPMENT (WORK YEAR NOW 185 DAYS).
WATCHUNG	3	I	07/2016	2.50	1234								2016-2019 -->	LONGEVITY WILL CHANGE AT THE END OF THE CONTRACT; HEALTH PLAN CO-PAY CHANGED FROM \$10/20 TO \$20/40, RESULTED IN 3% DECREASE IN PREMIUM.
WATCHUNG HILLS REG	8	I	12/2014	2.60	2190								2014-2019 -->	ABILITY TO REOPEN CONTRACT FOR NEGOTIATIONS OF CADILLAC TAX BY MAY 2017, IF APPLICABLE.

COUNTY AVERAGE: SOMERSET	2.71	1839	2.98	2065	3.10	2239
NUMBER COUNTED:	10	6	4	2	1	1

COUNTY: SUSSEX

ANDOVER REG	3	FG	09/2017	2.50	1712	2.55	1789						2017-2020 -->	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.
BYRAM	4	I	08/2017	3.00	2015	3.00	2075						2017-2020 -->	CHANGED HEALTH INSURANCE WAIVER TO THE LESSOR OF 25% OF PREMIUM OR \$6000.
FRANKFORD	3	FG	06/2017	2.90	2136	2.70	2046						2017-2020 -->	INSTITUTED MANDATORY HIGH DEDUCTIBLE HSA HEALTH PLAN ENROLLMENT FOR NEW HIRES AFTER 7/1/17; INCREASED CO-PAYS FOR STANDARD HEALTH PLAN.

	EG / DFG	SETT DATE MO/YR	2018-19 INCREASES		2019-20 INCREASES		2020-21 INCREASES		2021-22 INCREASES		2022-23 INCREASES		YEARS CONTRACT COVERS	NEGOTIATED ACHIEVEMENTS REPORTED BY BOARDS**
			%	\$	%	\$	%	\$	%	\$	%	\$		
FREDON TWP	1	GH	02/2017	2.50									2016-2019	
GREEN TWP	3	I	01/2017	2.20	1656								2016-2019	
HAMPTON	1	GH	06/2016	2.50	1716								2016-2019	--> EXTRA PAY NOT REQUIRING USE OF CERTIFICATION IS A FLAT HOURLY RATE OF \$40 INSTEAD OF TEACHER'S HOURLY RATE; EMPLOYEES MOVE FROM NJ DIRECT 10 TO NJ DIRECT 15.
HARDYSTON TWP	3	FG	07/2017	2.40		2.30							2017-2020	
LAFAYETTE	2	GH	06/2018	2.80	1855	2.60	1771	2.60	1817				2018-2021	
LENAPE VALLEY REG	8	GH	11/2017	2.00		2.00							2017-2020	
OGDENSBURG	2	FG	/	2.50									2016-2019	
STANHOPE	2	GH	12/2017	2.75	1803	2.75	1853						2017-2020	--> 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.
SUSSEX CO VOC	10	V	12/2017	3.10	1963	3.10	2024	3.10	2087				2017-2021	--> CHANGED HEALTH PLAN FROM SEHBP DIRECT 10 TO DIRECT 15.
SUSSEX-WANTAGE REG	4	DE	12/2017	2.60	1930	2.60	1980						2017-2020	
VERNON TWP	7	FG	07/2017	2.20	2187	2.15	2185						2017-2020	--> INCREASED CO-PAYS FOR OFFICE VISIT, ER ROOM, OUT-OF-NETWORK HOSPITAL AND PRESCRIPTIONS.

COUNTY AVERAGE: SUSSEX	2.57	1897	2.58	1965	2.85	1952
NUMBER COUNTED:	14	10	10	8	2	2

COUNTY: UNION

CLARK TWP	6	FG	12/2016	2.50	1509								2016-2019	--> ELIMINATED PERFECT ATTENDANCE BONUS; REDUCED FAMILY ILLNESS DAYS FROM 3 DAYS TO
ELIZABETH	7	A	06/2017	2.00									2016-2019	
GARWOOD	2	DE	03/2017	2.75	1786	2.75	1836						2017-2020	
MOUNTAINSIDE	4	I	05/2016	2.50	1714								2016-2019	--> CHANGED FROM 30 HOURS PER WEEK TO 25 HOURS TO QUALIFY FOR HEALTH BENEFITS (ALLOWS MORE FLEXIBILITY IN SCHEDULING PART-TIME EMPLOYEES SCHEDULES).
PLAINFIELD	7	B	08/2017	2.65		2.65							2017-2020	--> IMPLEMENTING WELLNESS PROGRAM TO HELP REDUCE INSURANCE COSTS.
SPRINGFIELD	6	GH	07/2016	2.50	1836								2016-2019	
UNION ESC	9		07/2017	2.50	1745	2.50	1789						2017-2020	--> REDUCTION OF \$5000 IN COLLEGE CREDIT TUITION REIMBURSEMENT; NEW HIRE PARAPROFESSIONALS WILL BE BROUGHT ON AT SINGLE ONLY HEALTH BENEFITS COVERAGE.