

**Parsippany-Troy Hills Board of Education
Statement Regarding Status of Negotiations
with Parsippany-Troy Hills Education Association
December 1, 2021**

The Board of Education received notification on September 15, 2021 that the PTHEA has filed for impasse with respect to a successor contract. The Board has agreed to meet with the mediator on December 6, 2021 as the Board's last offer was met with **no** counter-offer or further discussion. We are optimistic that a reasonable settlement can be reached. The Board is providing this statement to fulfill its obligation to keep the public informed of the facts relative to negotiations that impact our district.

The Board's focus as we have returned to full-day, in-person learning is the safety and mental well-being of our students and the remediation of any learning interruption. To support the increased needs of our student body, the Board requested a fifteen (15) minute increase to the teachers' day which time would be used for instruction and/or meeting with students. The PTHEA negotiations' team has made it clear that they will not consider **any** proposal that includes increased time with students. In fact, the PTHEA's team has indicated that they do not need to make any concessions on any item when it comes to negotiations.

SALARY: The following table represents the Board's final positions relative to salary and the PTHEA's response.

Board's Offer	PTHEA Response
2020/2021 – 3% (County average) ¹	2020/2021 – 3.56%
2021/2022 – 3.1% (above County average)	2021/2022 – 3.56%
2022/2023 – 3.1% (above County average)	2022/2023 – 3.56% ²

HEALTH INSURANCE: on July 1, 2020, New Jersey's legislature passed *P.L. 2020, c. 44* which eliminated **or lowered** educators' contributions towards their health insurance plans. Unfortunately, the result of this law was to significantly increase the Board's overall health

¹ According to the NJDOE's website, the median salary for Parsippany's teaching staff members this past year was the fourth highest in the County.

² This proposal represents an increase over a three year period of \$6,900,949 despite the Board's 2% budget cap.

insurance costs while eliminating the offsetting employee contributions. The Board is *required* to negotiate the impact of this new statute which resulted in an approximate increase of \$312,356 in the District’s overall health insurance costs from last year. To counter this, the Board proposed some combination of the following:

Board’s Offer	PTHEA Response
<p>Eliminating the previously negotiated “health care stipend” for those at the top of the salary guide</p> <p>AND</p> <p>Closing participation in the most expensive health insurance plan (Traditional BCBS) to any new employees effective 7/1/21 and removing the contribution cap for those remaining in this plan</p> <p>OR</p> <p>Closing participation in the Traditional BCBS Plan and returning the present contribution caps for non-NJEHP plans to their chapter 78 levels.</p>	<p>Give back of health care stipend and no other counter proposal to help offset these increased costs.</p>

To be clear, the Board is expecting health insurance premiums to be substantially increased in the near future due to the COVID pandemic.

The Board fully appreciates all of the difficult work and time that our teachers have dedicated to our students, particularly during COVID. However, the pandemic has impacted our entire community. Many of our community have lost not only jobs and homes, but also loved ones. The Board believes that we must come together to ensure that our students’ needs continue to be our top priority. The Board will, as is required by law, continue to operate under the terms of the current PTHEA contract until a successor contract is reached. However, we remain optimistic that a fair resolution to these negotiations remains possible.