



## Oradell Public School District

*Our children, our hope, our future*

Dear Oradell Public School community,

We're reaching out to update you on the status of our ongoing negotiations with the Oradell Education Association (OEA). As a board, we're strongly committed to a fair, equitable settlement – one that's fiscally responsible and fair to teachers and staff, without compromising class size or current programs.

We were quite disappointed an agreement wasn't reached on July 13, following our second meeting with the state fact-finder. At that time, we already had given conditional approval to the following key OEA proposals:

- The education association's total, three-year salary increase plan.
- Healthcare premium contribution relief for members paying the highest contribution percentage.

Despite our approving those two salary- and healthcare-focused proposals, the OEA rejected the following two board of education proposals:

- Related to health benefits, an increase in the number of weekly hours that must be worked (from 25 to 30) to qualify for insurance coverage (by working more hours, our part-time aides would increase their income, and be less likely to consider seeking employment elsewhere), as well as increases in co-pays for office visits (from \$10 to \$15), and emergency room co-pays (from \$25 to \$100, and only charged if patient isn't admitted). For prescriptions, the co-pay would increase by \$5, from \$10 to \$15 for generic drugs, and from \$15 to \$20 for name brands – while mail order co-pays, based on a 90-day supply, would rise from \$10 to \$30 for generics and from \$10 to \$50 for name brand items.
- An increase in the total, additional time teachers are required to stay after the regular school day for staff meetings, from 12 times per year (a total of 420 minutes) to 16 times (a total of an additional 540 minutes or 9 hours ).

For the upcoming 2017-18 school year, the school district will pay the following premiums for medical/prescription/dental plans: \$14,606 for an employee; \$21,500 for an employee and children; \$32,415 for an employee and spouse; and \$37,095 for an employee and family. Like most Oradell residents and, for that matter, most Americans, we're well aware of the multiple challenges related to group healthcare planning. We also understand the crucial importance of free time outside a professional schedule. This being the case, we're convinced both of our proposals are reasonable, and will provide our teachers and staff with a fair agreement.

As we move forward with negotiations, it's important that we remain focused on long-term considerations and the potential impact of any spending plans. Be assured, we're keenly aware of our obligation to balance the educational needs of our students with the trust of Oradell's taxpayers. And we're certainly proud of our teachers and grateful for their commitment to our students – we look forward to reaching a fiscally sound agreement with them.

For those wishing to review specific details, click on ["Chapter 78" outlining state mandated healthcare premiums for public sector employees](#) and our [current healthcare benefits](#).

Sincerely,  
The Oradell Board of Education

### Important Links:

["Chapter 78"  
State Mandated  
Healthcare  
Premium  
Legislation for  
Public Sector  
Employees](#)

[Current  
Healthcare  
Benefits](#)