



NORTHERN REGION EDUCATIONAL SERVICES COMMISSION

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Northern Region ESC and its Teachers Association (PCESCTA) Reach a 5-Year Collective Bargaining Agreement

At its June 9, 2023 meeting, the Northern Region ESC Board of Directors formally approved a new five (5) year collective bargaining agreement with the Passaic County Educational Services Commission Teachers Association (the bargaining unit of the NRESC's teachers and educational specialists).

The basic settlement terms are as follows:

- 5-year contract.
- Average increment increase of 3.54% each year.
 - Year 1: 3.3%
 - Year 2: 3.3%
 - Year 3: 3.6%
 - Year 4: 3.7%
 - Year 5: 3.8%
- Increases in the Northern Region ESC's financial support towards dependent and family health care costs.

Other Items of Importance:

- The provision of one (1) family illness day per year, in addition to sick, personal, and vacation (if applicable) entitlements.
- Families of students at our schools and programs will be provided with opportunities to meet with Northern Region ESC staff after normal business hours in September and February.

Recruitment and Retention Victories:

- An additional \$15,000 per year was provided to right-size the teachers' portion of the salary guide to balance out significant financial disparities between teachers and therapists.
- The perfect attendance incentive was expanded to cover a fall and spring stipend of \$300 per semester.
- A longevity stipend was added, ranging from a \$700 annual stipend for staff with 10-14 years of service time with the Commission, to \$2,400 annually for 25+ years of service time to our school district.
- All therapists will now have a cap at 45 maximum sessions per week.

During these times of economic uncertainty and headline-grabbing strife between management and bargaining units on the various news and social media outlets, both the Northern Region ESC and the PCESCTA are ecstatic for all the positives which come out of this five (5) year collective bargaining agreement.

Educationally Yours,

A blue ink signature of Dr. Nicholas V. Vancheri, written in a cursive style.

Dr. Nicholas V. Vancheri
Northern Region ESC Superintendent

A blue ink signature of Mrs. Marilyn Santiago-Rodriguez, written in a cursive style.

Mrs. Marilyn Santiago-Rodriguez
PCESCTA President