



EEA

Elizabeth Education Association

K-8 Grievance Arbitration Settlement Highlight Sheet

- ✓ The Settlement covers EEA members in grades K – 8 who were scheduled to work periods in excess of their contractual amount
- ✓ Whether you worked excess periods during one or all of the six years involved in the grievance, you will receive a payment check in accordance with the settlement for the time you work in excess of what the contract provided for.
- ✓ The EEA and the EBOE relied on scheduling data that was forensically determined to calculate the total number of periods worked by members in excess of the contractual obligation.
- ✓ The total number of periods worked in overage for the duration of the grievance was 724,580 periods.
- ✓ The Data was further evaluated to quantify the total number of excess periods each individual EEA member involved worked.
- ✓ The Total Settlement value is worth Six Million Dollars
- ✓ The per period rate was negotiated based on the total settlement value divided by the number of excess periods.
- ✓ Payments will be made to affected members based on the total number of excess periods they worked times the per period rate.
- ✓ The BOE will contact each affected member
- ✓ The Board will provide an accounting for each member of the total periods worked and then a total payment amount based on the above terms
- ✓ Payments will be issued beginning July 30, 2017
- ✓ Members must sign a release in order to receive their check
- ✓ Members will have the opportunity to meet with NJEA reps and attorneys to review details of their calculations once their settlements are executed
- ✓ The terms of this settlement are final and only members who can demonstrate that they were omitted from the records or that data is materially flawed will have the opportunity to appeal.