

Ho-Ho-Kus Board of Education Settlement Statement  
February 2019

The Ho-Ho-Kus Board of Education is pleased to ratify the Memorandum of Agreement between the Board and the HEA outlining the terms of a 4 year employment contract covering the period from July 1, 2018 through June 30, 2022.

While the lengthy, confidential negotiation process was at times frustrating for the public, the Board thanks the HEA negotiating team members for their efforts and professionalism as we worked together to meet the needs of all stakeholders in our District. The end result is an agreement that addresses both the teachers' goal of fair compensation including some relief from health benefits contributions and the Board's goal of maintaining manageable overall compensation increases.

These same goals have been at odds in many districts in New Jersey recently and the Board is proud that here in Ho-Ho-Kus we were able to explore many creative approaches until arriving at the right one for all concerned. By focusing on collaborative problem solving and local budgetary realities rather than entrenchment into opposing ideological camps, the negotiators in Ho-Ho-Kus were finally able to achieve what has eluded other districts around us. The long-established mutual trust and respect held by the Board and the HEA for one another served our entire community well in this endeavor.

The Board looks forward to continuing to work with the HEA hand in hand to make our District the best that it can be.