Best and Final

BOARD COUNTER PROPOSAL #4

December 13, 2018

ARTICLE XI -- SALARY AND SCHOOL RELATED PERSONNEL WELFARE

SECTION A - Salary Schedule and Remunerations
1. The regular salary schedules, which consists of multiple pay grades and a placement schedule, attached as Addendum A E, shall be adhered to for all SRP, which were created and implemented during the 2017-2018 school year, will now be used to reflect current SRP positions and salary levels, shall be adhered to for all SRP until the new salary structure is developed. The parties have, and will continue to meet to discuss the creation and implementation of one SRP salary structure consisting of multiple salary ranges, a placement schedule, and eliminate the usage of the current step salary schedules. The SRP Compensation Committee will meet to review and provide input in the development as to the regarding implementation of the new structure, which shall be created and implemented during the beginning of the 2017-2018 school year, and any salary changes will be retroactive to July 1, 2017. The newly created salary ranges, as opposed to the current former step schedules, will serve as the starting point for the negotiations be and be integrated as part of any salary increases for the 2017-2018 school year and beyond.
2. Placement on the salary schedules within the pay grades; entitled Addendum A, shall follow the rules outlined in the SRP Placement Guidelines, entitled Addendum E, attached to and included in the schedules.
3. Through 9 11 - SAME

SECTION B - Fringe Benefits
1. The Board agrees to contribute an annual rate of no more than $6,785.00 toward the cost of the benefits package for the 2019 insurance plan year.
   a. SAME
   b. SAME
2. Through 7. - SAME

SECTION C – Payroll Deduction for Additional Benefits - SAME
SECTION D – Early Retirement Monthly Benefit – SAME
SECTION E – Deferred Retirement Option Program (DROP) – SAME
SECTION F - Retiree Health Care Premium - SAME
SECTION G - Meritorious Attendance Incentive Pay - SAME
SECTION H - Group Medical Benefits Recovery Inc. (Indemnity – PPO and HMO Programs) – SAME
SECTION I - Education Supplemental Pay Plan - SAME
SECTION J - Employee Assistance Program (EAP) – SAME
SECTION K - Premium Pay - SAME

END OF ARTICLE XI

[Signatures]
For the Board

For the Union

Date

January 17, 2019

1/17/2019