

**BOARD COUNTER PROPOSAL #1**

**October 29, 2018**

**ARTICLE XI -- SALARY AND SCHOOL RELATED  
PERSONNEL WELFARE**

**SECTION A - Salary Schedule and Remunerations**

1. The regular salary ~~schedules~~ pay grades structure, 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 was 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 A, ~~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**

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For the Board

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Date

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For the Union

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Date