

**Board Proposal #1**  
**ARTICLE X - SALARY AND TEACHER WELFARE**  
**October 11, 2023**

**SECTION A - Salary Schedule and Remunerations**

1. Same
2. The placement schedule contained in Addendum A will be used to establish the starting salary for teachers hired on or after July 1, ~~2023~~ 2022.
- 3.-8. Same

**SECTION B - Fringe Benefits**

1. Health Insurance
  - a. The Board agrees to contribute ~~\$8,240.64~~ \$7,812.50 per eligible employee toward the cost of the benefits package for the ~~2023~~ 2024 insurance plan year.
    - i. Same
    - ii. Same
  - b. through f. - Same
2. Retirement - Same

**SECTION C – Payroll Deduction for Additional Benefits - Same**

**SECTION D – Early Retirement Monthly Benefit - Same**

**SECTION E – Deferred Retirement Option Program - Same**

**SECTION F – Retiree Healthcare Premium - Same**

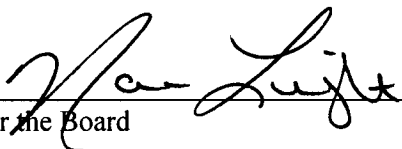
**SECTION G – Meritorious Attendance Incentive Pay - Same**

**SECTION H – Group Medical Benefits Recovery Incentive Program (Indemnity – PPO and HMO Programs) – Same**


**SECTION I – Employee Assistance Program (EAP) – Same**

**SECTION J – School Choice Employee Request - Same**

**END OF ARTICLE X**

  
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For the Board

10/16/23  
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Date

  
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For the Union

10/16/23  
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