

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~~ 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 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

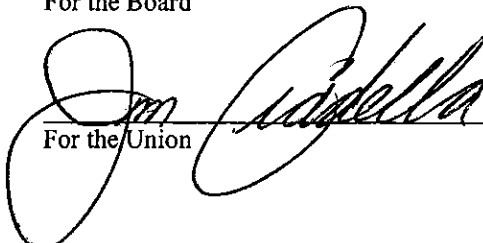
SECTION K - Premium Pay - SAME

END OF ARTICLE XI



For the Board

January 17, 2019
Date



For the Union

1/17/2019
Date