

# NEGOTIATED PROPOSAL 2018-2019

## SALARY AND BENEFITS:

- Salary Level Increases (formerly steps and lanes)
- Base Salary Increased by \$2,800 **EVERYONE GETS A \$3,675 INCREASE!**
- Additional Paid Day Added to the Contract for the Purpose of District Directed PD
- No Insurance Increase
- Elementary Outside Duty Compensated
- Mentor Pay to Increase to One Day of Pay Per Mentee
- Grant Program for Level 2 Licensed Employees
- Secondary 7th Period Stipend Increased from 12.5% to 16.7%
- Continued Work to Improve Reduction in Staff (RIS) Policy
- Commitment to Create Proposal to Improve School Directed PD
- Continuation of LECTF for Phase 3: Mentoring

## POLICY REVISIONS:

DP335 NEG Personal Leave - Licensed	A3 NEG District Advisory Council - Licensed
DP370 NEG Alternate Leave Day - Licensed	A6 NEG Negotiations - Licensed
DP336 NEG Leave of Absence - Licensed	DP304 NEG Teacher Transfers
DP315 NEG Grievance Procedures - Licensed	DP324 NEG Sick Leave - Licensed

## TOTAL PACKAGE VALUE:

Level Increases (steps & lanes)	\$4,087,132
\$2,800 Increase	\$9,920,054
Grants	\$3,000,000
Elementary Outside Duty	\$800,000
7th Period Stipend	\$738,584
Mentor Pay	\$400,000
Insurance Costs Covered by the Distirct	\$2,000,000
<b>TOTAL</b>	<b>\$21,145,770</b>

