

Best and Final

BOARD COUNTER PROPOSAL #1

January 11, 2021

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

SECTION A - Salary Schedule and Remunerations

1. The regular salary structure, which consists of multiple pay grades and a placement schedule, attached as Addendum E, shall be adhered to for all SRP. The SRP Compensation Committee will meet to review and provide input regarding implementation of the new structure, which was created and implemented during the 2017-2018 school year. The newly created salary ranges, as opposed to the former step schedules, will serve as the starting point for negotiations and be integrated as part of any salary increases for the 2017-2018 school year and beyond.
2. Placement within the pay grades shall follow the rules outlined in the SRP Placement Guidelines, entitled Addendum E.
3. Through 11. - **SAME**

SECTION B - Fringe Benefits

1. The Board agrees to contribute an annual rate of no more than \$7,174.89 (an increase of \$153.36 from 2020), toward the cost of the benefits package for the 2021 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

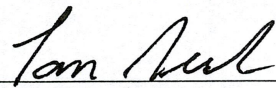
SECTION H - Group Medical Benefits Recovery Inc. (Indemnity – PPO and HMO Programs) – SAME

SECTION I - Education Supplemental Pay Plan - SAME

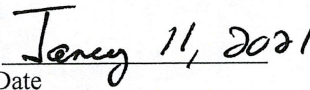
SECTION J - Employee Assistance Program (EAP) – SAME

SECTION K – Premium Pay - SAME

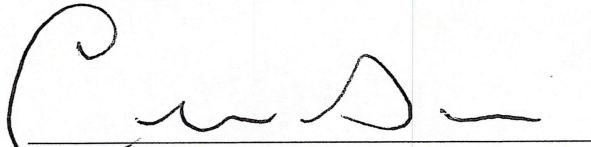
END OF ARTICLE XI



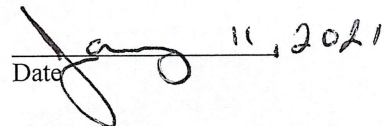
For the Board



Date



For the Union



Date