

**Best and Final**

**BOARD COUNTER PROPOSAL #1**

**August 31, 2022**

**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 \$7,812.50~~ (an increase of \$379.94 from 2022), toward the cost of the benefits package for the 2023 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**

1. ~~Beginning July 1, 2022, the Education pay plan will no longer be offered. However, any employee currently receiving the educational supplemental pay shall continue to receive their current amount but no further credit may be accrued or earned.~~

Supplemental pay may be earned in the following ways:

~~a. The District Staff Development Plan~~

1. ~~Each SRP may earn up to ninety-six (96) points each year for education supplemental pay purposes by successfully completing those components designated as job related by the Director of Staff Development.~~
2. ~~For each ninety-six (96) points thus earned, a seven cents (\$.07) per hour supplement will be awarded.~~

~~OR~~

~~b. Adult Education Courses~~

1. ~~Each SRP may earn points each year for education supplemental pay purposes by successfully completing those adult education courses designated as job related by the appropriate administrator: Director of Food and Nutrition Services for FNS workers, Director of Facility and Maintenance Services for facility and maintenance workers, District Custodial Services Coordinator for Custodians, Director of Transportation for Bus Drivers, etc.~~
2. ~~One (1) point shall be awarded for each adult education course clock hour.~~
3. ~~For each ninety-six (96) points thus earned, a seven cents (\$.07) per hour supplement will be awarded.~~

~~OR~~

**e.— College Credit Courses**

- 1.— Each SRP may earn points each year for education supplemental pay purposes by successfully completing college courses taken at a college accredited by one of the regional accrediting associations or at a college accredited by an association which is a member of the Council on Post Secondary Accreditation (COPA).
- 2.— For each six (6) semester hours of credit earned, a seven cents (\$.07) per hour supplement will be awarded. Effective January 1, 2015, for each six (6) semester hours of credit earned above the education requirement for the position, a seven cents (\$.07) per hour supplement will be awarded. Employees receiving this supplement prior to January 1, 2015 will continue to receive it.

**d.— Combinations**

- 1.— Staff development points, adult education courses, and college credit courses may be combined as follows: one (1) semester hour of college credit = sixteen (16) points and one (1) adult education clock hour = one (1) point.
- 2.— No duplication will be permitted.

**e.— Supplement Ceiling**

A maximum of \$1.68 per hour may be earned under this plan.

**f.— Responsibility to Notify**

- 1.— It will be the responsibility of the employee to notify the Office for Human Resources and Educator Quality of his/her eligibility for education supplemental pay and provide any necessary supporting documentation.
- 2.— Beginning July 1, 1982, the addition due to education supplemental pay shall be effective for the pay period following the receipt of the necessary documentation in the district Human Resources office and evaluation and approval by the Director of Human Resources and Educator Quality or his/her designee. Beginning July 1, 1989, any increase due to education supplemental pay shall be retroactive to the beginning of the first pay period following completion of the inservice in which an employee reaches or exceeds ninety-six (96) points.

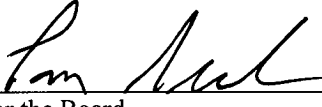
**g.— Eligibility**

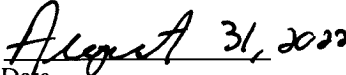
- 1.— Occupational Therapy Assistants, Physical Therapy Assistants, and Social Educator (Headstart Program) are eligible to receive Education Supplemental Pay for inservice points earned after January 1, 1997, according to the District Staff Development Plan as specified in paragraphs 1 a) 1) and 1 a) 2) of this section.
- 2.— Prekindergarten Teachers (CDA) are eligible to receive Education Supplemental Pay for inservice points earned after January 1, 1998, according to the district staff development plan as specified in paragraphs 1 a) 1), and 1 a) 2) of this section.

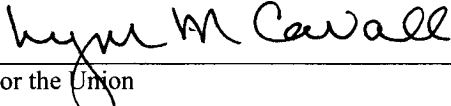
**SECTION J I - Employee Assistance Program (EAP) – SAME**

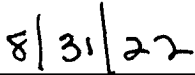
**SECTION K J - Premium Pay - SAME**

**END OF ARTICLE XI**

  
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For the Board

  
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Date

  
\_\_\_\_\_  
For the Union

  
\_\_\_\_\_  
Date