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
- DP370 NEG Alternate Leave Day - Licensed
- DP336 NEG Leave of Absence - Licensed
- DP315 NEG Grievance Procedures - Licensed
- A3 NEG District Advisory Council - Licensed
- A6 NEG Negotiations - Licensed
- DP304 NEG Teacher Transfers
- 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 District $2,000,000
TOTAL $21,145,770