

September 3rd, 2019

#### NEA-SM Three Year Proposal

- 2% salary increase to the base for '19-'20 and step and column, 1.5% salary increase to the base for '20-21 and step and column, and 1.5% salary increase to the base for '21-'22 and step and column
- \$45/month increase to health insurance contribution for '19-'20, with district absorbing any other health insurance increases in '20-'21 and '21-'22
- High school teachers moved from 6 classes to 5 classes in '20-'21, any HS teacher who is still teaching 6 classes would receive a stipend for the extra class taught (at .1 of their base contract)
- Middle school teachers moved from 6 classes to 5 classes in '21-'22, any MS teacher who is still teaching 6 classes would receive a stipend for the extra class taught (at .1 of their base contract)
- Building Leadership Team language as proposed on 9/3/2019 by NEA-SM
- Staff meeting language as proposed on 7/16/2019 by NEA-SM
- Everything previously agreed to during 7/16/2019 negotiations session