

	NEA-SM 3-year Contract	District Offer A: 1-year Contract	District Offer B: 2-year Contract
Total Compensation Package - Salary and Benefits	Not provided by NEA-SM District calculates: \$14,708,000	\$3,916,613	\$8,352,836
% Overall Increase (Total Compensation Package)	Not provided by NEA-SM District calculates: 12.05% over 3 years	3.22% over 1 year	6.87% over 2 years
Base Salary Increase	2.0% Yr1 1.5% Yr2 1.5% Yr3 District calculates: \$2,489,000 (2.0% Yr1) \$1,866,000 (1.5% Yr2) \$1,866,000 (1.5% Yr3)	\$1,244,253 (1.0% Yr1)	\$1,244,253 (1.0% Yr1) \$1,555,316 (1.25% Yr2)
Step Increase	Step movement District calculates: \$1,626,744 (1.31% Yr1) \$1,626,744 (1.31% Yr2) \$1,626,744 (1.31% Yr3)	Step movement \$1,626,744 (1.31%)	Step movement \$1,626,744 (1.31% Yr1) \$1,626,744 (1.31% Yr2)
Professional Growth	Column movement District calculates: \$500,000 (.43% Yr1) \$500,000 (.43% Yr2) \$500,000 (.43% Yr3)	Column movement \$500,000 (.43%)	Column movement \$500,000 (.43% Yr1) \$500,000 (.43% Yr2)
Health Insurance	District pays additional \$45 toward premiums in Yr1; District fully pays any increase in individual health insurance premiums in Yr2 and Yr3 District calculates: \$545,616 (.47% Yr1) \$754,163 (.65% Yr2 est. based on 5% increase) \$807,000 (.7% Yr3 est. based on 5% increase)	District pays additional \$45 toward premiums in Yr1 \$545,616 (.47%) (Based on an additional \$45/month contribution, bringing the monthly total to \$694 for individual health insurance.)	District pays additional \$45 toward premiums in Yr1; District fully pays any increase in individual health insurance premiums in Yr2 \$545,616 (.47% Yr1) \$754,163 (.65% Yr2) (Based on an additional \$45/month contribution in Yr1. In Yr. 2, District will contribute an additional amount per month equal to the premium increase of the most-costly individual health plan premium.)