I. COMPENSATION

A. 3-Year Professional Negotiated Agreement: July 1, 2019 - June 30, 2022
Total Cost: $13,375,597
Total Compensation Package Increase: 11.0%

1. Year 1: 2019-2020 - Figures include retroactive pay to July 1, 2019
   ● 1% increase to base salary ($1,244,253)
   ● 1.31% step movement ($1,626,744)
   ● .43% column movement ($500,000)
   ● .47% individual health insurance ($545,616) - Agreed to pursuant to MOU

   Total Cost: $3,916,613
   Total Compensation Package Increase: 3.22%

   Percentage of New Money: 45.5%

   Current Projected Budget Surplus of $341,734

2. Year 2: 2020-2021
   ● 1.25% increase to base salary ($1,555,316)
   ● 1.31% step movement ($1,626,744)
   ● .43% column movement ($500,000)
   ● .65% individual health insurance (assuming 5% premium increase): $754,163

   The Board will contribute an additional amount per month equal to the premium increase of the most costly individual health plan premium up to a maximum of a 7.8% premium increase.

   Total Cost: $4,436,223

   Percentage of New Money: 72.6%

   Total Compensation Package Increase: 3.65%

   Projected Budget Deficit of $1,292,272

3. Year 3: 2021-2022
   ● 1.5% increase to base salary ($1,866,380)
   ● 1.31% step movement ($1,626,744)
   ● .43% column movement ($500,000)
   ● .89% individual health insurance (assuming 7.8% premium increase): $1,029,638

   The Board will contribute an additional amount per month equal to the premium increase of the most costly individual health plan premium up to a maximum of a 7.8% premium increase.

   Total Cost: $5,022,761
Percentage of New Money: 79%

Total Compensation Package Increase: 4.13%

Projected Budget Deficit of $1,930,954

B. **Reimbursement for College Now [District Previously Agreed to this Item]**

Board will reimburse teachers up to 18 credit hours of expenses for tuition to a college or university for a teacher to be qualified to teach College Now courses.

Cost: $17,000-$20,000 in each year

C. **Stipend for AP and IB Teachers [District Previously Agreed to this Item]**

Board will provide a stipend of $100.00 per day to Advanced Placement (AP) and International Baccalaureate (IB) teachers who attend required summer training.

Cost: $10,000-$15,000 in each year

D. **Increase in Supplemental Pay for HS Counseling Dept. Coordinators [District Previously Agreed to this Item]**

Board will increase the supplemental pay for 5 high school counseling department coordinators from $2,637 to $3,610 for the 2019-20 school year.

Yr1 Cost: $4,865

E. **Increase in Supplemental Pay [District Previously Agreed to this Item for Yr1]**

Board will increase the base for supplemental pay by the same percentage as the increase to base salary (1% in Yr1, 1.25% in Yr2, and 1.5% in Yr3).

Yr1 Cost: $32,000
Yr2 Cost: $40,400
Yr3 Cost: $49,086
Total Cost: $121,486