

## COST OF NEA-SM'S COUNTER PROPOSAL

### 3-Year Professional Negotiated Agreement: July 1, 2019 - June 30, 2022

**Total Cost: \$20,114,227**

**Total Increase in Cost: 17.4%**

**Total New Money: \$16,983,000 over 3 years**

**Percentage of New Money: 118.4% over 3 years**

#### Year 1: 2019-2020 - Figures include retroactive pay to July 1, 2019

- 1.75% increase to base salary (\$2,177,443)
- 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: \$4,849,803

Percentage of New Money: 56.3%

Projected Budget Deficit of **\$787,291**

#### Year 2: 2020-2021

- 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): \$1,023,697  
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.
- 5% Stipend for secondary teachers teaching 6 classes: \$1,689,700

Total Cost: \$6,706,520

Percentage of New Money: 100.5% over 2 years

Projected Budget Deficit of **\$5,144,339**

#### 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)
- 1.03% individual health insurance (assuming 7.8% premium increase): \$1,185,381  
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.
- 10% Stipend for secondary teachers teaching 6 classes: \$3,379,400

Total Cost: \$8,557,904

Percentage of New Money: 118.4% over 3 years

Projected Budget Deficit of **\$9,421,993**