

INSTRUCTIONAL UNIT ECONOMIC PROPOSAL

1. **Salary Schedule Improvements:**

a. **Step Increase:**

The Board shall provide step increases to improve salary schedules 55 and 55A which will equal.....\$3,161,102

b. **Salary Increases:**

The Board shall provide an additional \$8,110,167 to improve salary schedules 55 and 55A.

2. **Additional Economic Improvements:**

a. The Board shall continue to pay re fingerprinting and fingerprint retention fees for teachers estimated to be \$22,090 for the 2008-2009 school year.

b. Advanced Degree/18 Hour Credit – the Board will provide compensation for teachers who earn eighteen (18) semester hours and/or attain a second Bachelor’s or Master’s degree simultaneous to an initial degree.

c. The Board shall increase the rate of mileage reimbursement to .445 cents per mile which is consistent with the state approved rate of reimbursement (FL Stat 112.061).

The payment and increases shown above will be provided retroactively to July 1, 2008, for current bargaining unit members. However, such increases will not be provided to bargaining unit members who were employed on or after July 1, 2007, but left the system prior to ratification, with the exception of retirees.

3. **Fringe Benefits:**

The Board agrees to contribute \$5,132.07 (an increase of \$191.61) per eligible employee towards the cost of the health insurance benefit package for the 2009 insurance plan year. Should there be a reduction in the 2009 plan year health insurance renewal rates, the Board will continue to fund the plan at this level and any savings will be applied to pay any insurance plan deficits for the 2008 plan year. Any remaining savings will be applied to the insurance cost for the 2009 plan year or to salaries for 2009-2010. In addition, the alternate “opt-out” program shall be provided to bargaining unit members with existing coverage who do not choose one of the Board-approved health plans. The amount of this “opt-out” will be \$1,200.

For the Board

Date

For the Union

Date

