

EMR Financial Proposal
 2013-2015 Contract
 September 17, 2013

Change 1
<p>Year 1 of contract, change the step increase for teachers in years 1 – 6 by \$XX, from \$XX to \$XX per year.</p> <p style="text-align: right;">Impact on budget: \$XX,XXX in year one, \$XX,XXX in year two.</p>
<p>Rationale The step increase provides incremental equalization for teachers in various areas of the salary schedule. This is one of three critical financial concerns for our members.</p>
Change 2
<ul style="list-style-type: none"> • Year 2 of contract, change the career ladder increments by the following amounts: • BA+30 to \$XXX from \$700 • BA+45 to \$XXX from \$700 • MA unchanged at \$1,500 • MA+15 to \$XXX from \$700 • MA+30 to \$XXX from \$700 • MA+45 unchanged at \$1,450 • MA+60/National Board Certification to \$XXX (new category) • PhD/EdD to \$XXX from \$2,750 <p style="text-align: right;">Impact on budget: \$XXX in the first year, \$XX,XXX in the second year.</p>
<p>Rationale In order to minimize the financial impact of paying for graduate credits and encourage the education of our staff, we propose an increase to the lane change amounts. This addresses a second critical concern communicated to us by many of our members.</p>
Change 3
<p>Increase health contribution by the following amounts:</p> <ul style="list-style-type: none"> • 2013-2014 Individual increase to \$XXX, family to \$XXX. • 2014-2015 Individual increase to \$XXX, family to \$XXX <p style="text-align: right;">Impact on budget: \$XX,XXX in year 1, \$XX,XXX in the second year.</p>
<p>Rationale Preliminary data predicts that insurance rates will increase a maximum 10%.</p>
<p>Total Estimated Impact over two years: \$XXX,XXX</p>