

**Review of items already negotiated that impact financials:**

- Stipend Review
- Credit for years outside the district
- Personal days increased, and ability to carry over
- Increased sick days to 16
- Implemented sick day payout at retirement
- Internal sub coverages rate increases for teachers and support staff. (Some already agreed to and additional increases in package proposals)
- Increased pay for driver sit time
- Clothing allowance for custodians
- Part B employees get credit for years of service outside our district.
- Increase in part B paid holidays
- Extended day pay
- Increased minimum driver route time
- Have offered district paid health insurance for bus drivers at standard qualifying levels
- Removed cost to copy HR files
- Have offered increases in district portion of health insurance
- Increased retirement incentive to 6%.
- Decreased minimum number of years to qualify for retirement incentive
- Doubled reimbursement for professional conferences
- Added paid personal development for coaches
- Increased payout in case of employee death

- Began in our opening offer with a higher increase in salary than has been in any contract for at least the past 7 years, probably longer.