

**Counterproposal for the 2020-2021 SY\***  
**for MEA Salary Increases**  
**9-24-2020**

\* Union rejected this proposal and declared impasse in our fifth bargaining session.

Retroactive to July 1, 2020

	MEA Proposal \$44,750 + 4%	District Counterproposal 3 \$44,750 + 2.3%
Total Cost (including Fringe)	\$10,315,306	\$8,567,442
Total Allocation	7,183,529	7,183,529
<b>Cost to District</b>	<b>\$3,131,777</b>	<b>\$1,383,913</b>

MEA Instructional Staff	
Classroom Teachers	2,591
Other (Guidance Counselor, Deans, Media Specialist, etc.)	403
<b>Total Instructional Staff</b>	<b>2,994</b>

- Full-time classroom teachers and FEFP funded prekindergarten teachers with a base salary under \$44,750 will move to a new base salary of \$44,750.00 using the 80% portion of the allocation.
- Full-time non-classroom instructional personnel and non-FEFP funded prekindergarten teachers with a base salary under \$44,750 will move to a new base salary of \$44,750 using the 20% portion of the allocation.
- All full-time instructional personnel, including all pre-k teachers, will receive a 2.3% increase to their base salary.

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 For the Board Date For the MEA Date