

**COUNTER PROPOSAL FROM
THE NATIONAL SCHOOL DISTRICT
TO
THE NATIONAL CITY ELEMENTARY TEACHERS ASSOCIATION**

December 17, 2015

Article 19, Special Education –

No changes to Article 19.

12:10

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MOU FOR EARLY RETIREMENT INCENTIVES

No early retirement incentive for any unit member.

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ARTICLE 14

HEALTH AND WELFARE BENEFITS

No change to Article 14 except:

Effective January 1, 2016 the District's annual maximum contribution per eligible full-time employee to pay insurance premiums for employee selected medical, dental, vision care and life insurance premiums shall be **\$11,700**.

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ARTICLE 15

SALARIES

No change to Article 15 except:

Effective July 1, 2015 all bargaining unit members will receive a 2% salary increase.