

TA BWP
12/10/2020
BV
12/10/20

Presented as a package to reach agreement on the Contract and address HB 641 implementation:

1. Board 12/10 Monetary proposal in summary:(see detailed attachment)

- *Base Salary increases to \$46,429/ \$46,439.
- *Those above the base salary receive three pay level increases (teachers have already received \$477 through the referendum increase.)
- * longevity Pay approved for qualifying teachers
- * one salary step increase for Paraprofessionals
- * \$ 0.10 per hour increase on Paraprofessional schedule

2. CCL Contract Language continuance until 21-22 Negotiations

3. Acknowledge Section 1 - Salary. Return to Negotiations in the event additional funding becomes available

4. Health Insurance. No premium increase for the 20-21 plan year.

5. All salaries are paid retroactive to July 1, 2020

**MEA PROPOSAL TO THE DISTRICT DECEMBER 10, 2020
SALARY AND COMPENSATION**

BR 12/10/20
RA BDP 12/10/2020

Category	Classroom Teacher Less than Level 8a Increase to Level 8a (1383 FTE)	Non-Classroom Teachers Less than Level 8a Increase to Level 8a (113 FTE)	PERFORMANCE and GRANDFATHERED Less than 2% and Greater than 8a Increase 2 Levels (1476.7 FTE)	PERFORMANCE AND GRANDFATHERED Greater than 8a Increase 1 Level (1386 FTE)	TEACHER LONGEVITY	PARA 1 STEP 2% at top (FTE 662)	PARA \$0.10 Per Hour ON SCHEDULE (741 FTE)	Cost Without Benefits	COST WITH BENEFITS (17.65%)
Teacher Salary Bill 80%	\$ 4,902,846	\$ 352,973	\$ 888,527	\$ 432,432				\$ 4,902,846	\$ 5,768,198
Teacher Salary Bill 20%								\$ 1,241,500	\$ 1,460,625
General Fund Teachers Performance and Grandfathered Schedules			\$ 32,934	\$ 432,432				\$ 465,366	\$ 547,503
TEACHER SALARY TOTAL								\$ 6,609,712	\$ 7,776,326
LONGEVITY 16+ \$2100 (75?)					\$ 157,500			\$ 337,500	\$ 397,069
LONGEVITY 25+ \$3600 (50?)					\$ 180,000			\$ 6,947,212	\$ 8,173,395
TOTAL TEACHERS									
PARAPROFESSIONALS						1 STEPS		\$ 289,382	\$ 395,550
TOTAL PARAS							\$ 106,168	\$ 395,550	\$ 465,364

ALL SALARIES ARE PAID RETROACTIVE TO JULY 1, 2020. Health Insurance premiums will remain the same for the 2020-21 plan year.