

BCSC/CEA 2020-21 Tentative Agreement

Process

- June: Informal meetings began
- Sept. 15: Formal bargaining began
- Oct. 13: Tentative Agreement (TA) reached
- Oct 15: TA posted to BCSC website
- Oct. 15-16: CEA informational meetings
- Oct. 19-20: CEA vote
- Oct. 19: Public hearing to discuss TA
- Oct. 23: Special Board Meeting

Bargaining Teams

CEA

- Amy London
- Dakota Hudelson
- Mandy Keele
- Scott Rayburn

BCSC

- Jim Roberts
- John Green
- Teresa Heiny
- Chad Phillips
- Jill Shedd/Jeff Caldwell

Context - Recent Successes

2017-19 Contract

- Reinstated salary schedule/steps
- Raised starting salary from \$36,720 to \$38,750 (5.5%)
- Permanent Master's Degree step increase for existing teachers
- CEA vote of 90% yes
- Average teacher increases of 3.2% and 2.3%
- Support staff/admin increases: 2.0% and 2.5%

Context - Recent Successes

2019-20 Contract

- 2.5% average increase in challenging year
- Loss of 47 on ADM
- Worst health year since 2006
- Raised starting salary from \$38,750 to \$39,065
- Stabilized Health Trust reserves
- CEA vote of 79% yes
- Support staff/admin increases: 2.5% starting Jan. 1 (18 months)

Other

- Accelerated contract starting pay date (\$1.4M from Rainy Day)
- Successful referendum campaign!

Context - Challenges for 2020-21

- Fall ADM count up ~30 from 2019, but still down from 2018
- State funding for virtual (85% question long-term)
- Spring ADM loss trend (maintaining enrollment)
- State tax revenues and legislative session (budget)
- Need to restore staffing levels

Context - 2020-21 Compensation

- Added half-day pay - Oct. 9
- Teacher Appreciation Grants - Dec.
- Salary increases and retroactive pay/stipends - Nov. 20
- Referendum increases and stipends - Jan. 1
- Stipends for teaching multiple platforms - Feb.

2020-21 Agreement Overview

Teacher Salary Increases:

- \$1200 between each step
- Returning teachers take step
- Avg. 2.0% increase

Other:

- 2% increase to Appendix B/C
- Covering another teacher's class from "per period" to "per hour"
- 27 pay issue

Teacher Referendum Increases

- Increases of \$5K, \$10K, \$15K
- Based on years of experience
- Maximum salary (base and referendum) \$85,000
- Stipends for all teachers who receive no referendum increase

Salary Schedule 2019-2020

Step	Salary
A	\$ 39,065
B	\$ 40,265
C	\$ 41,465
D	\$ 42,665
E	\$ 43,865
F	\$ 45,065
G	\$ 46,265
H	\$ 47,465
I	\$ 48,665
J	\$ 49,865
K	\$ 51,065
L	\$ 52,265
M	\$ 53,465
N	\$ 54,665
O	\$ 55,865
P	\$ 57,065

Step	Salary
Q	\$ 58,265
R	\$ 59,465
S	\$ 60,665
T	\$ 61,865
U	\$ 63,065
V	\$ 64,265
W	\$ 65,465
X	\$ 66,665
Y	\$ 67,865
Z	\$ 69,065
AA	\$ 70,265
BB	\$ 71,465
CC	\$ 72,665
DD	\$ 73,865
EE	\$ 75,065
FF	\$ 76,265

Salary Schedule 2020-2021

Step	Salary
A	\$ 39,065
B	\$ 40,265
C	\$ 41,465
D	\$ 42,665
E	\$ 43,865
F	\$ 45,065
G	\$ 46,265
H	\$ 47,465
I	\$ 48,665
J	\$ 49,865
K	\$ 51,065
L	\$ 52,265
M	\$ 53,465
N	\$ 54,665
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P	\$ 57,065

Step	Salary
Q	\$ 58,265
R	\$ 59,465
S	\$ 60,665
T	\$ 61,865
U	\$ 63,065
V	\$ 64,265
W	\$ 65,465
X	\$ 66,665
Y	\$ 67,865
Z	\$ 69,065
AA	\$ 70,265
BB	\$ 71,465
CC	\$ 72,665
DD	\$ 73,865
EE	\$ 75,065
FF	\$ 77,465

Teachers Above Salary Scale

Teachers between \$76,266 and \$77,465:

- Move to top step: \$77,465
- Receive stipend for difference between increase and \$600
- Example 1: Current salary \$76,775
 - Move to \$77,465; Increase of \$690 on base
 - No stipend
- Example 2: Current salary \$77,411
 - Move to \$77,465; Increase of \$54 on base
 - Stipend of \$546

Teachers above \$77,465:

- Receive \$600 stipend

Referendum Increases

Years of Experience:

- Year of BCSC experience = 1 point
- Year of outside experience = $\frac{1}{3}$ point

Points at beginning of school year:

- 5 - 9.9 = \$5,000 increase
- 10 - 14.9 = \$10,000 increase
- 15+ = \$15,000 increase

(Base and referendum increase not to exceed maximum salary)

2020-21:

- 50% of increase starting January 1
- Over 17 pays Jan. 1 - Aug. 13
- [Referendum Increase Estimator](#)

Stipends:

- All teachers not earning a referendum increase paid a stipend in January
- Amount determined by # of qualifying teachers - not to exceed \$500

27 Pay Issue

- In CY2021, there are 27 pay periods - creates cash flow problem
- Past practice: Delay 1st check 1 week; 3 weeks between paychecks
- Solution:
 - First 9 pays of the 2021-22 contract will be spread across 10 paychecks
- Next year with 27 pays - 2032

Next Steps

- Oct. 19-20: CEA vote
- Oct. 23: Special Board Meeting for approval