BCSC/CEA
2023-25 Tentative Agreement

October 23, 2023
**Process**

- **May:** Informal meetings began
- **Sept. 11:** Public Input Session
- **Sept. 20:** Formal bargaining began
- **Oct. 4:** Tentative Agreement (TA) reached
- **Oct. 19:** CEA informational meetings
- **Oct. 23:** Board meeting to present TA
- **Oct. 23-24:** CEA vote
- **Oct. 30:** Board meeting to approve
Bargaining Teams

**CEA**
Amy London
Dakota Hudelson
Mandy Keele
Scott Rayburn
Chris Campbell (ISTA Bargaining Specialist)
Nancy Guyott (ISTA UniServ)

**BCSC**
Jim Roberts
Blake Manuel
Chad Phillips
Gina Pleak
Nicole Wheeldon
Context - Recent Successes 2017-2023

- Reinstated salary schedule/steps
- Raised starting salary from $36,720 to $44,600 (21%)
- Average full-time teacher salary $47,255 to $62,819 (33%)
- Permanent Master’s step increase for existing teachers in 2017
- CEA affirmative votes of 90, 79, 96, and 97%
- Average teacher increases of 3.2, 2.3, 2.5, 2, 6, and 6.1%
- Health reserves stable
- 547/768 (71%) earning retention referendum increases in 23-24
- Added paid days and stipends for COVID-related work in 20-21
- Reduced the # of steps to reach the top of the scale
2023-25 Agreement

Teacher Salary Increases:

- **2023-24**
  - Add $4,500 to each line on the schedule
  - Starting salary increases from $44,600 to $49,100 (10%)
  - Top of scale increases from $83,600 to $88,100 (5.4%)
  - Maximum (w/ referendum) increases from $90,000 to $94,500 (5%)
  - Teachers stay on current step (STEPS NOT BASED ON EXPERIENCE)
- Avg. 8.3% increase
- Retroactive to the start of the contract year
2023-25 Agreement

Teacher Salary Increases:

- **2024-25**
  - Add $350 to each line on the schedule
  - All teachers take a step*
  - Remove first salary line and add line to the top of the salary schedule
  - Starting salary increases from $49,100 to $50,950 (3.8%)
  - Top of scale increases from $88,100 to $89,950 (2.1%)
  - Maximum (w/ referendum) increases from $94,500 to $96,350 (2.0%)
- Avg. 3.0% increase

* Must meet experience and evaluation criteria
## Teacher Salary Table

<table>
<thead>
<tr>
<th></th>
<th>2022-23</th>
<th>2023-24</th>
<th>2024-25</th>
</tr>
</thead>
<tbody>
<tr>
<td>$44,600</td>
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<tr>
<td>$64,100</td>
<td>$68,600</td>
<td>$88,100</td>
<td>$89,950</td>
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</table>
Teacher Salary Examples

- **Teacher A** made $47,600 in 22-23
- In 23-24, they will make $52,100 (increase of $4,500, no step taken)
- In 24-25, they will make $53,950 (increase of $1,850 after step)

- **Teacher B** made $82,100 + $7,900 in referendum pay in 22-23, earning the max of $90,000.
- In 23-24 they will make $86,600 + $7,900 (increase of $4,500, no step) earning the max of $94,500.
- In 24-25 they will make $88,450 + $7,900 (increase of $1,850, after step) earning the max of $96,350.
Teacher Referendum Payments

- $5K, $10K, $15K experience increase system remains
- Experience point system remains unchanged
- Maximum pay (base and referendum stipend): $94,500 in 2023-24 and $96,350 in 2024-25
Other Compensation Changes:

- Appendix B/C increase 8% in 23-24 and 3% in 24-25
- Pay for working ticketed extra-curricular events = $30/event
- New teacher orientation added to list of “outside of regular school hours” events to be paid at $30/hour
- Retro pay to the beginning of the 2023-24 contract year to be paid within 19 business days after ratification by the Board
- Mileage reimbursement language added
Health/Dental Premiums

● 2024 Health Plan Year
  ○ Current employer/employee percentage contributions unchanged
  ○ 0% increase in health and dental premiums (pending)

● Beginning 2025 Health Plan Year
  ○ Any increase in premium to be split 50% employer/50% employee

● For Health Plan Year 2025 Only
  ○ Maximum employee contributions to health premiums as follows
    ■ Option 1 (HSA): 20%
    ■ Option 2 (PPO): 30%
Other Health/Dental Benefits

- BCSC will contribute an additional $200,000 for plan year 2024.
  - Used to contribute to plan reserves if they decline in 2024
  - If reserves decline by $155,000 or less, the remaining amount will be distributed to the HSA for employees enrolled in Option 1 (HSA)
- Removes vision exam requirement for the wellness incentive
# Health Plan Design Changes (Pending)

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<thead>
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<th>PPO Plan</th>
<th>2023</th>
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<tbody>
<tr>
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<td>Tier 1</td>
<td>Tier 2</td>
</tr>
<tr>
<td>Deductible (Single)</td>
<td>$1,000</td>
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</tr>
<tr>
<td>Deductible (Family)</td>
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<tr>
<td>Coinsurance (Member)</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>HDHP Plan (HSA)</th>
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<tr>
<td>Coinsurance (Member)</td>
<td>0%</td>
<td>0%</td>
</tr>
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</table>

**Note:** Tier 3 (Out-of-Network) will no longer cross apply with tier 1 and 2 on either plan.
Other Non-Compensation Items

- Includes payroll dates and clarifications to list of payroll deductions
- Remove perfect attendance stipend (was $300)
- Bereavement to include those with power of attorney, executor of estate, or sole survivor
- Increase association leave days to 15 (no more than 7 are used in one day)
- New teacher placement guidelines allow for placement no higher that the highest salary of current BCSC teachers with the same experience
Appendix B/C

- **Appendix B**
  - Eliminate Building PBIS Coordinator Stipends
  - Elementary Academic Team (up to 4 per building) (44) $867 per team
  - Change “Deans” to “HS Cohort Academic Coaches”
  - Adds and adjusts extended days for several positions

- **Appendix C**
  - Add Elementary Cross Country to Group VI
2023-25 Tentative Agreement Overview

- 2-year agreement
- Starting salary $49,100 (23-24) and $50,950 (24-25)
- Teacher raises $4,500 (23-24) and $1,850 (24-25)
- 8.3% (23-24) and 3% (24-25) average increases
- Referendum pay structure unchanged
- No increases to health or dental premiums in 2024
- Will require additional appropriations in both 2023 and 2024
- Results in deficit financing in 2024 (~$800k)
Context - Successes 2017-2025

- Raised starting salary from $36,720 to $50,950 (39%)
- Top of scale from $76,175 to $96,350 (26%)
- Average teacher increases of 3.2, 2.3, 2.5, 2, 6, 6.1, 8.3, and 3%
- Health/dental reserves stable
- CEA affirmative votes of 90, 79, 96, 97, and TBD