

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

2022-23

\$44,600	\$65,600
\$46,100	\$67,100
\$47,600	\$68,600
\$49,100	\$70,100
\$50,600	\$71,600
\$52,100	\$73,100
\$53,600	\$74,600
\$55,100	\$76,100
\$56,600	\$77,600
\$58,100	\$79,100
\$59,600	\$80,600
\$61,100	\$82,100
\$62,600	\$83,600
\$64,100	

2023-24

\$49,100	\$70,100
\$50,600	\$71,600
\$52,100	\$73,100
\$53,600	\$74,600
\$55,100	\$76,100
\$56,600	\$77,600
\$58,100	\$79,100
\$59,600	\$80,600
\$61,100	\$82,100
\$62,600	\$83,600
\$64,100	\$85,100
\$65,600	\$86,600
\$67,100	\$88,100
\$68,600	

2024-25

	\$70,450
\$50,950	\$71,950
\$52,450	\$73,450
\$53,950	\$74,950
\$55,450	\$76,450
\$56,950	\$77,950
\$58,450	\$79,450
\$59,950	\$80,950
\$61,450	\$82,450
\$62,950	\$83,950
\$64,450	\$85,450
\$65,950	\$86,950
\$67,450	\$88,450
\$68,950	\$89,950

Teacher Salary Examples

2022-23

\$44,600	\$65,600
\$46,100	\$67,100
\$47,600	\$68,600
\$49,100	\$70,100
\$50,600	\$71,600
\$52,100	\$73,100
\$53,600	\$74,600
\$55,100	\$76,100
\$56,600	\$77,600
\$58,100	\$79,100
\$59,600	\$80,600
\$61,100	\$82,100
\$62,600	\$83,600
\$64,100	

2023-24

\$49,100	\$70,100
\$50,600	\$71,600
\$52,100	\$73,100
\$53,600	\$74,600
\$55,100	\$76,100
\$56,600	\$77,600
\$58,100	\$79,100
\$59,600	\$80,600
\$61,100	\$82,100
\$62,600	\$83,600
\$64,100	\$85,100
\$65,600	\$86,600
\$67,100	\$88,100
\$68,600	

2024-25

	\$70,450
\$50,950	\$71,950
\$52,450	\$73,450
\$53,950	\$74,950
\$55,450	\$76,450
\$56,950	\$77,950
\$58,450	\$79,450
\$59,950	\$80,950
\$61,450	\$82,450
\$62,950	\$83,950
\$64,450	\$85,450
\$65,950	\$86,950
\$67,450	\$88,450
\$68,950	\$89,950

- **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)
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- **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)

PPO Plan	2023			2024		
	Tier 1	Tier 2	Tier 3	Tier 1	Tier 2	Tier 3
Deductible (Single)	\$1,000	\$2,000	\$3,500	\$1,000	\$2,500	\$5,000
Deductible (Family)	\$2,000	\$4,000	\$7,000	\$2,000	\$5,000	\$10,000
Out-of-Pocket (Single)	\$3,000	\$4,500	\$7,000	\$3,000	\$5,000	\$8,000
Out-of-Pocket (Family)	\$6,000	\$9,000	\$14,000	\$6,000	\$10,000	\$16,000
Coinsurance (Member)	15%	35%	45%	15%	35%	45%

HDHP Plan (HSA)	2023			2024		
	Tier 1	Tier 2	Tier 3	Tier 1	Tier 2	Tier 3
Deductible (Single)	\$3,500	\$5,000	\$6,000	\$3,500	\$5,500	\$7,500
Deductible (Family)	\$7,500	\$10,000	\$12,000	\$7,500	\$11,000	\$15,000
Out-of-Pocket (Single)	\$3,500	\$5,000	\$6,000	\$3,500	\$5,500	\$8,000
Out-of-Pocket (Family)	\$7,500	\$10,000	\$12,000	\$7,500	\$11,000	\$16,000
Coinsurance (Member)	0%	0%	0%	0%	0%	50%

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 than 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