

District Proposal #16
September 25, 2025

~~2024~~-2025-2026 Salary

Total # Teachers Total Amount Available for Raises	
	Factor
Grandfather Effective or Highly	1
Associate Teacher Effective	0.5
Associate Teacher Highly Effective	0.67
Perform @ Min Salary Level	0.75
Perform Effective	1.0
Perform Highly Effective	1.34

*This will impact Article 17.1

~~2024~~-2025-2026 Classroom Teacher and Other Personnel Salary Increase

The state has allocated additional funding in order to increase the teacher salary for the ~~2024~~-2025-2026 school year. The District's allocation includes funding for district instructional personnel as well as charter school instructional personnel. The District's portion of the allocation is \$784,732 ~~\$1,585,540~~. The raises will be implemented using the following guidelines:

Guidelines and order of the process:

1. Identify all employees on the instructional pay scale as of the date of ratification. These employees will receive ~~\$1,750 as~~ an increase in base pay equal to the District's allocation divided by the number of instructional personnel at the date of ratification.
2. All instructional employees hired after the date of ratification will be placed on the new Performance Pay Schedule.

TA date: _____

BDS Chief Negotiator: _____

ABCE Chief Negotiator: _____

ABCE Executive Director: _____

Deleted language is identified with a ~~strikethrough~~.

New language is identified in **boldface and is underlined**.