

2025-2026 Salary

All teachers employed on the date of ratification shall receive a permanent salary increase in the amount of an equal share of \$5,000,000.

<u>One-Time Bonus Per Eligible Teacher (paid per semester)</u>	<u>\$1,457</u>	<u>ESE Tier 1: Reg Ed teacher in an inclusion setting</u> <u>Elementary: Inclusion teachers with 25% or more of their roster with an IEP.</u> <u>Secondary: Certified ESE and serving the purpose of dual certified teacher modifying curriculum for access points and/or a caseload of 10 or more IEPs.</u>
	<u>\$1,977</u>	<u>ESE Tier 2:</u> <u>Elementary: Certified ESE or approved out of field Push In/Pull Out resource teachers managing assigned caseload up to 19 IEPs.</u> <u>Secondary: Certified ESE or approved out of field providing support/co-teaching 2 or more periods per day and managing assigned caseload up to 19 IEPs. Tier 2 is the highest tier eligible for non-certified ESE teachers.</u>
	<u>\$2,500</u>	<u>ESE Tier 3:</u> <u>Elementary: Certified ESE or approved out of field Push In/Pull Out resource teachers having a caseload of 20 or more IEPs. Tier 3 is exclusively for ESE certified teachers. This includes self-contained (ASD, functional, and VE) classrooms.</u> <u>Secondary: Certified ESE providing support/co-teaching/resource setting (more than 1/2 of the day) or having a caseload of 20 or more IEPs. Tier 3 is exclusively for ESE certified teachers. This includes self-contained (ASD, functional, and VE) classrooms.</u>

TA'D on _____

_____ Holly Buchanan, BDS Chief Negotiator

_____ Aubrey Davey, ABCE Chief Negotiator

_____ Michael Petty, ABCE Executive Director

Deleted language is identified with a ~~strikethrough~~.
New language is identified in **boldface and is underlined**.