

ABCE Proposal #2
District Counter Proposal #1
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October 2, 2025

18.13 ~~For the 2024-2025 School Year:~~

Elementary Classroom Teacher Emergency Coverage

The District will commit a maximum of \$20,000 ~~this~~ **per** school year for elementary classroom teacher emergency coverage funds. ~~A committee comprised of three union representatives and three district representatives will meet within 14 days of ratification to develop a disbursement plan.~~ Funds will not be paid retroactively but will be applied to approved ~~instructional vacancies~~ **unfilled elementary school teacher absences**, not TDY days, created after the date of contract ratification.

- A. Bay District Schools will allot \$100 for every full day created and unfilled elementary school teacher absence. A half-day absence will be allotted \$50. The school will determine how many teachers need to split the students for the unfilled classroom teacher absence and each teacher who agrees to take students for the full or half day will receive his/her requisite share.**
- B. Every effort will be made to utilize teachers on the same grade level as the teacher with the absence. The Principal will make the best determination possible when it comes to splitting classes and will place a priority on keeping students in the same grade level, or grade level family such as Pre-K, primary (K-2), intermediate (3-5) and special area.**

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**.