

District Proposal #16
ABCE Counterproposal #1
October 2, 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 \$1,500,000 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.

For the 2026-2027 school year, the District commits at least \$2,000,000 in addition to any "TSIA or CTOPSI" (state funds) for instructional raises.

Instructional Raises 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**.