

ABCE Proposal #10, Counterproposal #1

October 9, 2024

2024-2025 Salary

For the 2024-2025 school year, the minimum base salary for instructional staff will be \$50,250. The raises will be retroactive to July 1, 2024.

Placement Level	BA Salary *	Adjusted Salary w/ Market Adjustment (MA) (\$1063.57)	BA Salary* w/MA & TSIA (\$936.43)	Total Percent Increase TSIA & MA	BA Salary Effective (\$500)	Total Increase E. TSIA & MA	Total Percent Increase (E)	BA Salary Highly Effective (\$670)	Total Increase HE. TSIA & MA	Total Percent Increase (HE)
0	48,250	\$ 49,313.57	50,250.00	4%	50,750.00	2,500.00	5%	50,920.00	2,670.00	6%
1	48,250	\$ 49,313.57	50,250.00	4%	50,750.00	2,500.00	5%	50,920.00	2,670.00	6%
2	48,250	\$ 49,313.57	50,250.00	4%	50,750.00	2,500.00	5%	50,920.00	2,670.00	6%
3	48,250	\$ 49,313.57	50,250.00	4%	50,750.00	2,500.00	5%	50,920.00	2,670.00	6%
4	49,350	\$ 50,413.57	51,350.00	4%	51,850.00	2,500.00	5%	52,020.00	2,670.00	5%
5	49,350	\$ 50,413.57	51,350.00	4%	51,850.00	2,500.00	5%	52,020.00	2,670.00	5%
6	49,350	\$ 50,413.57	51,350.00	4%	51,850.00	2,500.00	5%	52,020.00	2,670.00	5%
7	50,450	\$ 51,513.57	52,450.00	4%	52,950.00	2,500.00	5%	53,120.00	2,670.00	5%
8	50,450	\$ 51,513.57	52,450.00	4%	52,950.00	2,500.00	5%	53,120.00	2,670.00	5%
9	50,450	\$ 51,513.57	52,450.00	4%	52,950.00	2,500.00	5%	53,120.00	2,670.00	5%
10	51,550	\$ 52,613.57	53,550.00	4%	54,050.00	2,500.00	5%	54,220.00	2,670.00	5%
11	51,550	\$ 52,613.57	53,550.00	4%	54,050.00	2,500.00	5%	54,220.00	2,670.00	5%
12	51,550	\$ 52,613.57	53,550.00	4%	54,050.00	2,500.00	5%	54,220.00	2,670.00	5%
13	52,650	\$ 53,713.57	54,650.00	4%	55,150.00	2,500.00	5%	55,320.00	2,670.00	5%
14	52,650	\$ 53,713.57	54,650.00	4%	55,150.00	2,500.00	5%	55,320.00	2,670.00	5%
15	52,650	\$ 53,713.57	54,650.00	4%	55,150.00	2,500.00	5%	55,320.00	2,670.00	5%
16	53,750	\$ 54,813.57	55,750.00	4%	56,250.00	2,500.00	4%	56,420.00	2,670.00	5%
17	53,750	\$ 54,813.57	55,750.00	4%	56,250.00	2,500.00	4%	56,420.00	2,670.00	5%
18	53,750	\$ 54,813.57	55,750.00	4%	56,250.00	2,500.00	4%	56,420.00	2,670.00	5%
19	54,850	\$ 55,913.57	56,850.00	4%	57,350.00	2,500.00	4%	57,520.00	2,670.00	5%
20	54,850	\$ 55,913.57	56,850.00	4%	57,350.00	2,500.00	4%	57,520.00	2,670.00	5%
21	54,850	\$ 55,913.57	56,850.00	4%	57,350.00	2,500.00	4%	57,520.00	2,670.00	5%
22	55,950	\$ 57,013.57	57,950.00	4%	58,450.00	2,500.00	4%	58,620.00	2,670.00	5%
23	55,950	\$ 57,013.57	57,950.00	4%	58,450.00	2,500.00	4%	58,620.00	2,670.00	5%
24	55,950	\$ 57,013.57	57,950.00	4%	58,450.00	2,500.00	4%	58,620.00	2,670.00	5%
25	57,050	\$ 58,113.57	59,050.00	4%	59,550.00	2,500.00	4%	59,720.00	2,670.00	5%
*26	57,051	\$ 58,114.57	59,051.00	4%	59,551.00	2,500.00	4%	59,721.00	2,670.00	5%

Performance Pay Instructional Personnel

- **Newly hired instructional personnel or those who received a rating below effective on their 2023-2024 Summative Performance Evaluation will be placed on the BA Salary lane.**

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

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- **Instructional personnel on performance pay that have a 2023-2024 Summative Performance Evaluation rating of effective will receive the Market Adjustment (MA) and TSIA increase equaling \$2,000 and performance pay of \$500.**
- **Instructional personnel on performance pay that have a 2023-2024 Summative Performance Evaluation rating of highly effective will receive the Market Adjustment (MA) and TSIA increase equaling \$2,000 and performance pay of \$670.**

Grandfathered Instructional Personnel

- **Grandfathered Salary instructional personnel who received a rating of below effective on their 2023-2024 Summative Performance Evaluation will receive the Market Adjustment (MA) and TSIA salary increase.**
- **Instructional personnel on Grandfathered Salary that have a 2023-2024 Summative Performance Evaluation rating of effective or above will receive the Market Adjustment (MA) and TSIA increase equaling \$2,000 and an increase equal to effective performance pay (\$500).**

FA'D Article Compensation on _____

_____ Holly Buchanan, BDS Chief Negotiator

_____ Aubrey Davey, ABCE Chief Negotiator

_____ Michael Petty, ABCE Executive Director

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