

ABCE Proposal #10
District Counter Proposal #1
October 9, 2024

~~2023—~~ **2024-2025** Classroom Teacher and Other Personnel Salary Increase

The state has allocated additional funding in order to increase the teacher salary for the ~~2023—~~ 2024-2025 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 \$~~1,920,511~~. **\$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.
2. ~~Allow existing instructional personnel sixty (60) days to request replacement on the new Performance Placement Schedule at the appropriate pay grade.~~
3. When re-placed on the Performance Placement Schedule, the employee's annual salary will be adjusted and retroactive to ~~July 31, 2023~~ **July 30, 2024**. The retroactive amount will be on the first adjusted pay check.
4. Teachers with a valid, complete evaluation will be eligible for any increases paid for performance for the ~~2023-2024-~~**2025** school year.
5. If the total increases are less than the entire State allocation, the District reserves the right to increase the incremental steps by the \$100 increments until the entire allocation is spent.
6. ~~Any instructional personnel, with more than 10 years of teaching experience, who do not elect to be re-placed on the Performance Pay Schedule will receive a \$600 raise. Those, already on the Performance Pay Schedule, who make more than the proposed new placement schedule will receive \$600.~~

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

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~~2023-2024~~2025 **Salary**

For the ~~2023-2024~~2025 school year, the district will commit \$2,500,000 for instructional salary increases. All instructional personnel who are actively employed on the date of ~~2023-2024~~ contract ratification will receive a salary increase determined by the formula negotiated between ABCE and the District. This pay increase will be retroactive to ~~July 31, 2023~~July 30, 2024.

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

~~2023-2024 District Bonus Offer:~~

- ~~• The District will give a \$500 one-time bonus to each full-time instructional staff member that is employed on the 2023-2024 date of ratification.~~
- ~~• Each part-time instructional staff member that is employed on the 2023-2024 date of ratification will receive a half-share of the correlating bonus detailed above.~~

~~*Note: An employee can only qualify for one of the bonuses listed above. Bonus amount is actual bonus. The District is taking care of the employer tax on bonuses. The employee's portion of taxes will be deducted before distribution.*~~

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