

ABCE Proposal #4
ABCE Counterproposal #1
September 18, 2023

2023 – 2024 Salary

CTOIPSI Funds

For the 2023-2024 school year, the district will commit the full district's share of Classroom Teacher and Other Instructional Personnel Salary Increase (CTOIPSI) funds (currently \$1,900,000) to be split evenly between all instructional personnel who are above the base salary and are employed on the date of 2023-2024 ratification. This pay increase will be retroactive to July 31, 2023.

General Funds

For the 2023-2024 school year, the district will commit \$7,500,000 of General Funds for instructional salary increases. All instructional personnel who are 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.

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

TA'ed on _____

_____ Holly Buchanan, BDS Chief Negotiator

_____ Alexis Underwood, ABCE Chief Negotiator

_____ Michael Petty, MSSU Executive Director

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