

District Proposal #6

November 02, 2023

ABCE counterproposal #1

~~2022—2023~~ 2023-2024 Salary

For the ~~2022-2023~~ ^{\$3,000,000} **2023-2024** school year, the district will commit ~~\$3,160,000~~ **\$2,000,000** for instructional salary increases. All instructional personnel who are actively employed on the date of ~~2022-2023~~ **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 ~~28, 2022~~ **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

*This will impact Article 17.1

2023-2024 District Bonus Offer:

- **The District will give a ^{\$1,000} \$250 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.

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

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