

ARTICLE 19
Compensation

- 19.1 All employees covered by this agreement shall be paid in accordance with job classification and recognized experience from the wage schedules included in this agreement. Increases are not automatic but will be determined through negotiations. For the ~~2021-2022~~ 2021-2022 school year all employees who are actively employed on or after July 01, 2022 ~~the date of the 2021-2022 contract ratification~~ and received an Effective or Highly Effective evaluation from the ~~2020-2021~~ 2020-2021 school year will receive a ~~3.5% raise~~ an hourly increase in the following manner. Such raise will be retroactive to July 1, ~~2021~~ 2022.

For the first \$15 in wages, that portion of the hourly wage will be increased by 5%

For the next \$5 in wages, that portion of the hourly wage will be increased by 4%

For the next \$5 in wages, that portion of the hourly wage will be increased by 3%

For the next \$5 in wages, that portion of the hourly wage will be increased by 2%

For any remaining wage, that portion of the hourly wage will be increased by 1%

Examples:

An employee currently making \$13/hr would be increased to \$13.65

An employee currently making \$17/hr would be increased to \$17.83

An employee currently making \$22/hr would be increased to \$23.01

After the raise is implemented, any employee that still has an hourly wage that is below \$15/hr will automatically be increased to \$15/hr.

On July 1, ~~2021~~ 2022, all rates on the support placement schedule will be increased by ~~3.0%~~ 34.0%. All rates below \$15 will also be increased to \$15

~~In accordance with the language, and intent, of ESSER II funds, all fulltime employees employed on the date of Board Approval who did not already receive a "disaster pay" stipend of \$1,000 from the Governor will receive a \$1,000 disaster pay stipend from the District. Under no circumstances will an employee who received a stipend from the Governor or the District be eligible to receive another disaster relief stipend.~~

~~Each part-time staff member that is employed on the date of Board Approval will receive a half share of the correlating bonus detailed above.~~

**Bay District Schools
2023 FEFP**

	2023 Conference	2022 3rd	\$ Change	% Change
Unweighted FTE	26,279.15	25,834.14	445.01	1.72%
Weighted FTE	30,222.70	29,579.95	642.75	2.17%
BSA	\$ 4,587.40	\$ 4,372.91	214.49	4.90%
Base Funding	\$ 134,304,069	\$ 125,314,725	\$ 8,989,344	7.17%
Teacher Salary Increase	\$ 7,144,405	\$ 4,847,240	\$ 2,297,165	47.39%
Discretionary Effort	\$ 16,318,589	\$ 15,027,342	\$ 1,291,247	8.59%
Sparsity Supplement	\$ 2,597,409	\$ -	\$ 2,597,409	#DIV/0!
.748 Mill Compression	\$ 632,014	\$ 835,734	\$ (203,720)	-24.38%
Safe Schools	\$ 2,149,602	\$ 1,853,443	\$ 296,159	15.98%
SAI	\$ 7,224,948	\$ 7,190,294	\$ 34,654	0.48%
Turnaround Supplemental Services	\$ 231,485	\$ -	\$ 231,485	#DIV/0!
Mental Health Assistance Allocation	\$ 1,267,976	\$ 1,098,639	\$ 169,337	15.41%
Reading	\$ 1,557,187	\$ 1,199,736	\$ 357,451	29.79%
ESE Guarantee	\$ 8,943,731	\$ 8,725,746	\$ 217,985	2.50%
DJJ Supplement	\$ 26,283	\$ 37,077	\$ (10,794)	-29.11%
Transportation	\$ 4,307,285	\$ 3,827,626	\$ 479,659	12.53%
Instructional Materials	\$ 2,141,267	\$ 2,181,398	\$ (40,131)	-1.84%
Teacher Lead	\$ 488,109	\$ 482,589	\$ 5,520	1.14%
Digital Classrooms	\$ -	\$ 106,317	\$ (106,317)	-100.00%
Federally Connected Supplement	\$ 899,633	\$ 887,191	\$ 12,442	1.40%
Funding Compression Allocation/Hold Harmless	\$ 13,864	\$ 1,795,072	\$ (1,781,208)	-99.23%
Class Size	\$ 26,502,538	\$ 26,177,924	\$ 324,614	1.22%
Total	\$ 216,750,394	\$ 201,588,093	\$ 15,162,301	7.52%
Flexible	\$ 181,268,116	\$ 170,037,988	\$ 11,230,128	6.60%
Restricted	\$ 35,482,278	\$ 31,550,105	\$ 3,932,173	12.46%
Total	\$ 216,750,394	\$ 201,588,093	\$ 15,162,301	7.52%
Per UWFTE	\$ 8,248.00	\$ 7,803.17		5.39%
Less:				
Charter Schools			\$ (1,809,734)	
Retirement Increase			\$ (1,300,000)	
FTE Increase			\$ (2,722,713)	
Utilities			\$ (750,000)	
Patterson			\$ (330,000)	
Flexible Dollars			\$ 4,317,680.80	