

District Proposal #27
November 1, 2022

~~2021-2022~~ 2022 - 2023 Salary

For the ~~2021-2022~~ **2022-2023** school year the district will commit \$2,600,000 for instructional salary increases. All instructional personnel who ~~2020-2021~~ **2021-2022** school **year** and ~~year~~ who are actively employed on the date of ~~2021-2022~~ **2022-2023** 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, ~~2021~~**2022**.

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 until Goal of \$47,500 is reached	<u>1.0-1.50</u>
Perform Effective	1.0
Perform Highly Effective	1.34

*This will impact Article 17.1

~~In accordance with the language, and intent, of ESSER II funds, all employees under contract for the entire 2021-2022 school year 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 be eligible to receive the district’s stipend. This stipend will pay out within 30 days of ratification and Board approval.~~

~~The District also agrees to reopen negotiations to consider non-reoccurring payments from American Rescue Plan (ARP) funding when it becomes available.~~

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

~~2021-2022~~ 2022-2023 Teacher Salary Increase Implementation

Pursuant to lines ~~187-214~~ of HB641, ~~the~~ state has allocated **additional funding** ~~\$50 million dollars~~ in order to increase the minimum teacher salary for the ~~2021-2022~~ 2022-2023 school year. The District's allocation includes funding for district instructional personnel as well as charter school instructional personnel. Furthermore, the District's allocation is split into two separate allocations: ~~80~~50% is to be used to bring classroom teachers to the new minimum salary and ~~20~~50% is to be used for other instructional personnel. 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 ~~09/30/20~~ 10/31/22.
2. Isolate those on the list that qualify for the **first 50%** ~~80%~~ allocation.
3. Run the calculation for the **first 50%** ~~80%~~ group using all of that allocation in order to bring this group to the new minimum salary.
4. ~~Use the 20% allocation to raise those not in the 80% group to the new minimum salary.~~
5. Divide the remaining funds from the **second 50%** ~~20%~~ allocation to give an equal increase to those not in ~~any~~ of the above raises.
6. Once the new minimum is established the performance placement schedule will reflect the change.

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