

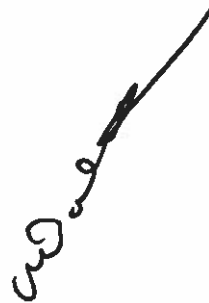
District Proposal #4
ABCE Counter #1
August 18, 2021

16.16 To assist in recruiting qualified candidates from other areas, Bay District Schools will offer a reimbursement incentive for moving and housing expenses. Newly hired teachers must meet the following guidelines for the incentive

- A. **The new hire must live outside of a fifty miles radius of Bay County and relocate to Bay County within sixty days of accepting a position with Bay District Schools.**
- B. **The Request for Reimbursement Form must be completed and submitted to the Human Resources Department within the first thirty (30) days of employment.**
- C. **The new hire may be reimbursed for up to \$2000.00 for moving expenses and down payments for housing.**
- D. **The candidate must work for Bay District Schools for entire remainder of the school year after being hired or he/she will be required to repay the entire amount to the District.**

Alis Chae

8.18.21
621pr



Shulim Bygones
8/18/21

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

OK 2
TA

District Proposal #5
August 18, 2021

18.12 Due to a severe shortage of substitute teachers, A a program to compensate teachers for "covering" other teachers' classes during their planning period will **be implemented.** ~~begin upon ratification and will sunset on 05/28/21.~~ The District will pay a teacher an additional \$12 per hour for covering another teacher's class only when the following criteria is met:

- Teacher can only cover another teacher's class during their own planning period
- Teacher must take the entire class of absent teacher
- Absent teacher must be on leave (normal leave requirements apply)
- Program is for unplanned absences or when substitutes cancel
- Participation is on a voluntary basis, coordinated by school administration, and submitted on District forms
- Program is to be used as a last resort (substitute request platform should be first choice)

Alvin Hale

Shirley Boyd
8/18/21

6:19
8/18/2021
Wendy RA

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

Teacher Compensation

Salary

Salary (Average)	<u>47,707</u>
------------------	---------------

District Paid Benefits

Health Insurance	7,731
FICA (7.65%)	3,650
Retirement (10.82%)	5,162
Worker's Comp (1.5%)	716
\$50,000 Life Insurance	102
Use of TelaDoc	<u>30</u>

Total Benefits	<u>17,390</u>
----------------	---------------

Total Compensation package	<u><u>65,097</u></u>
-----------------------------------	----------------------

Paid Leave and Holidays

	Per Period	Annual	Value
Sick	7.5 hrs	75 Hours	2,434
Holidays		6 days	1,460

* Use of our Wellness Center free of charge including labs done on site and medications distributed at the wellness center

* Use of the Employee Assistance Program (EAP)

Note: The Wellness Center costs the District in excess of \$600,000 annually or more than \$250 per employee.

~~2020-2021~~ 2021-2022 Salary

For the ~~2020-2021~~ 2021-2022 school year the district will commit ~~\$2,187,732~~ \$2,000,000 for instructional salary increases. All instructional personnel who were employed for more than 99 days in the ~~2019-20~~ 2020-2021 school year who are actively employed on the date of ~~2019-2020~~ 2020-2021 contract ratification will receive a salary increase. This pay increase will be retroactive to July ~~29, 2020~~ 28, 2021.

Total # Teachers	Total Amount Available for Raises	Factor
Grandfather Effective or Highly		1
Associate Teacher Effective		0.5
Associate Teacher Highly Effective		0.67
<u>Perform @ Min Salary Level until</u>		<u>1.50</u>
<u>goal of \$47,500 is reached</u>		
Perform Effective (above the min salary)		1
Perform Highly Effective (above the min salary)		1.34

← Gov. required distribution

*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.

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 strikethrough
New language is identified in boldface and is underlined

~~2020-2021~~ 2021-2022 Teacher Salary Increase Implementation

Pursuant to lines 187-214 of HB641, the state has allocated \$500 50 million dollars in order to increase the minimum teacher salary for the ~~2020-2021~~ 2021-2022 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% is to be used to bring classroom teachers to the new minimum salary and 20% 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/~~20-21~~
2. Isolate those on the list that qualify for the 80% allocation.
3. Run the calculation for the 80% group using all of that allocation in order to bring this group to the new minimum salary.
- ~~4. Use the 20% allocation to meet the 2% minimum increase of the 80% group.~~
- ~~5.~~ 4. Use the 20% allocation to raise those not in the 80% group to the new minimum salary.
- ~~6.~~ 5. Divide the remaining funds from the 20% allocation to give an equal increase to ~~those not in any of the above raises~~ all instructional personnel.
6. Once the new minimum is established the performance placement schedule will reflect the change.

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

ARTICLE XVII

Insurance/Benefits

- 17.1 The Board shall provide basic comprehensive, hospital, medical, obstetrical, major medical, group life insurance protection for a twelve (12) month period. The Board shall pay a maximum ~~per 2021 calendar year~~ of seven thousand, eight hundred, thirty-three dollars (\$7,833.00) for such coverage. (Group health \$7,731.00, Group Life \$102.00) In the event the Board offers an insurance plan option that costs less than the amounts referenced above, the Board will pay only the actual cost associated with that plan's design. If the employee selects a plan option whose design includes a Health Savings Account (HSA), the Board will contribute the difference between the Board's group health contribution and the cost of the employee only HSA plan to the employee's HSA. ~~The Board will pick up any increase in health insurance for the 2020-2021 school year for an amount not to exceed the increase in the Employee Only Option.~~

Plans for additional coverage will be made available to the teacher at his/her expense.

- 17.2 The Board shall make available through payroll deduction, tax deferred annuity programs to all teachers in the district. Such programs shall be selected by the teacher choosing to participate.
- 17.3 The Board shall provide the Association with a payroll deduction slot for offering benefits and other programs to teachers. The only obligation for the Board is the payroll deduction as designated by the employee through Public Employee Service Company (PESCO). The form used by PESCO must be approved by the Bay District's Business Office.
- 17.4 A FICA Alternative Plan for terminal pay will be provided to teachers.
- 17.5 A schedule outlining insurance premium deductions for the next instructional year, shall be developed and disseminated by payroll to currently employed teachers in the first week of May.

If a newly hired teacher elects insurance coverage through the District and election of such coverage requires more than \$300.00 of catch-up (beyond the normally deducted amount) insurance premium deductions in a single paycheck, then the District will prorate the catch-up premium amount due.

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