



BEA NEGOTIATION UPDATES

Negotiation Notes for 5/22/2008

BEA negotiators meet with the District negotiators until 12:30 AM Friday morning. During the very long day more language details were ironed out between the two sides. The main topic of the day was compensation. No tentative agreement was signed, but all of the components of a package deal are present. It did not seem prudent to try to put everything together at that late hour and risk missing some important detail. Board Chair Kelker will meet with President Greenfield Friday to complete the process.

It became very clear throughout the day that the District was not willing to commit much money to the deal in the first year, but was willing to approve a three year deal. The complete details will be posted tomorrow as soon as the package has been completed. The compensation components that will likely be a part of a tentative agreement tomorrow are as follows.

Additional compensation for those who cover classes when substitutes are not available paid at the curriculum hourly rate.

Beginning in the 2009-2010 school year teachers who are transferred during the summer will receive 2 days of pay to move their materials.

Masters Degree stipend will increase to \$1250 in 2009-2010 and again to \$1500 in 2010-2011

Salary schedule increases will be 2.1% in 2008-2009, 3.75% in 2009-2010, and 3.6% in 2010-2011

The package deal will likely be finished by noon on Friday. An update will be sent as soon as possible following the completion of the process

Negotiation Notes for 5/20/2008

Both District and BEA exchanged proposals.

BEA Proposal included:

Language to clarify salary throughout the contract.

Language to clarify K-6 additional activity assignments.

Language to clarify K-12 prep time.

Language for use of District e-mail.

Language for compensation including:

- 6% base salary increase per year for 3 years

- Graduated longevity pay

- Base pay factors for advanced degrees and National Certification instead of set stipends

- Compensation for covering classes when substitutes are unavailable

- Compensation when teachers are transferred

District Proposal included:

- 0% increase for one year contract

- Requirement for Class 4 certification to earn 10 education credits per lane

- Require all other certified staff to earn $\frac{2}{3}$ of each lane's credit from NCATE accredited schools

- Eliminate Step 0 on salary schedule and require new hires to stay at Step1 for 2 years

- Reduce severance package to maximum of 25% of current contract obligation

- Establish a Labor/Management Committee to find deficiencies in the District

Discussion of most of the BEA Proposal took place. Common ground was found. The District then proposed a 2 year contract with a 1% increase the first year and 2% the second year. Insurance would be fully covered in the first year and up to a 6% increase would be covered in the second year.

Negotiations will continue 9 a.m., Thursday, May 22, 2008.