

BETA's Positions and Response to BSD's Proposal #3
August 25, 2022

Article 5 - Bargaining Unit Member Work Days

- Wednesday meeting times to be reduced by 20 minutes. High school starts at 8:20 and all other sites will be released by 4:25 on Wednesday.

Article 8 Teaching Conditions and Safety

- Add new language stating Bargaining Unit Members are participants in the creation and updating of the District's student discipline plan(s).

Article 11 - Employee Benefits

- *Status Quo (TA)*

Article 12 - Salaries

- As a result of negotiation the 2021-2022 salary schedules will be increased by 12% retroactive to the start of the 2022-2023 school year.

Compensation Appendices

- Change the 'Fixed Base of \$55,000' in Appendix C, A to 'Based on Certificated Salary Schedule (186 Work Days) Column A Step 1 of the current contract year'.
- Increase Appendix C, I, 1 by the percentage increase reached for the salary increase of Article 12.
- Increase Appendix C, I, 2 by the percentage increase reached for the salary increase of Article 12.
- Increase Appendix C, I, 3 by the percentage increase reached for the salary increase of Article 12.
- Increase the hourly rate of \$39.14 to \$50.00 in Appendix C, J.
- Increase the hourly rate of \$55.00 to \$70.00 in Appendix C, K.
- Increase Appendix C, L Yearbook stipend rate of \$1,854 for 7th to 12th grades by the salary increase agreed to in Article 12.
 - Change the language of Appendix C, L from '7th to 12th grades' to 'middle schools, intermediate schools, and high schools'.
 - Add an elementary school yearbook stipend in the amount of \$927 plus the salary increase agreed to in Article 12.
- Increase Appendix C, M by the percentage increase reached for the salary increase of Article 12.
- Increase both items of Appendix C, N by the percentage increase reached for the salary increase of Article 12.

- Increase Appendix C, O by the percentage increase reached for the salary increase of Article 12.
- Add a new item, Appendix C, P, Bargaining Unit Members that are CTE credential holders and assigned to CTE courses specific to their industry sector will receive two thousand dollars (\$2000.00) plus the salary increase agreed to in Article 12 per year.