

BURTON ELEMENTARY SCHOOL DISTRICT'S  
Initial Bargaining Proposal to the  
BURTON ELEMENTARY TEACHERS' ASSOCIATION  
FOR 2022-2023  
May 2022

- **Article 5 – Bargaining Unit Member Work Days**

Items to be addressed:

Late start at the High School

Wednesday Meeting Schedule

Integration with Porterville College Programs

- **Article 11– Employee Benefits**

Status Quo. The District is picking up an additional \$84.00 per employee for the benefit year October through September.

- **Article 12 – Salaries**

The 2021-2022 salary schedule may be adjusted as a result of negotiation.

- **Compensation Appendices**

Appropriate appendices may be adjusted as a result of negotiation.

Use ELOP funds for temporary Stipends for extra-curricular activities, sports, clubs etc.

A Signing bonus for the 2019-2020, 2020-2021 and 2021-2022 school years. Speech Language Pathologists (or hard to fill/high need positions) shall be entitled to a \$15,000 signing bonus, payable over a three-year period as follows:

- a) A \$2,500 payment shall be made on the first monthly payroll warrant.
- b) A \$2,500 payment shall be made at the end of the first complete school year.
- c) A \$2,500 payment shall be made on the first monthly payroll warrant of the second consecutive school year.
- d) A \$2,500 payment shall be made at the end of the second complete, consecutive school year.
- e) A \$2,500 payment shall be made on the first monthly payroll warrant of the third consecutive school year.
- f) The final \$2,500 payment shall be made at the end of the third complete consecutive school year.

Signing bonuses shall be prorated based on the eligible SLP's/Teacher Full Time Equivalent. (e.g., 50% FTE will receive half of the signing bonus).

Only spoke to SPL not to subject specific or unknown - they are also concerned about the existing SLP's take the stipend and add it to a separate salary they would entertain a better than a fixed 5 step)

#### Appendix B-1

- B-D Status Quo
- B-I Replace last sentence with “ Evidence of Preliminary credential and official transcripts must be filed in the Human Resources office by February 1st if the employee is to be unfrozen on the salary schedule. Changes may only be submitted once per year.”
- Review coursework completion dates and salary placement for teachers frozen on the salary schedule, limited to one change per year.
- **Add K. for CLAD section**

#### Appendix B-2

- *Delete B ok*
- *Delete C ok*
- *Delete D ok*

#### ● Appendix C Extra Duty Schedule

Increase Masters Degree Stipend to \$1,500 and \$3,000 for Ed.D/Ph.D (update MA rate and add Ed.D/Ph.D to CBA B-3 #3)

*Increase Special Education stipend to \$2,000, remove fully certified - all teachers in a SPED assignment would receive the stipend. OK*

*Move Saturday school to \$55.00 rate OK*

*Bilingual Authorization stipend increase to \$2,000 (eligibility as per current contract language). OK*

Dual Enrollment teachers to receive \$500 per semester plus \$250 per college unit taught (excluding articulated courses). (they want to add 500 per semester)

*Add Foreign Language to list of Department Chairpersons. OK*

Sports/Activity Schedule.

		Fixed Base of \$55,000		Current Max
Director of Athletics-High School		8.00%	\$4400	\$2,379.00
Head Varsity Coach		6.00%	\$4300	\$2,109.00
Assistant Varsity Coach		4.00%	\$2200	
Head JV Coach		5.00%	\$2750	
Assistant JV Coach		2.50%	\$1375	
Middle School Athletic Director Band Director		6.00%	\$3300	\$2,379.00
Middle School Coach		3.00%	\$2200	\$1,515.00
Minor Sports/Activities/Clubs		2.00%	\$1100	\$1,015.00

what about a .5 percentage increase for annual

elementary year book stipend C-L