



To: BEA

From: Greg Gray, Superintendent

Date: August 17, 2016

RE: District Negotiations Tentative agreement

---

Pursuant to Article 20 (Duration) page 49 of the BEA contract and related to the financial re-opener for the 2016-17 school year, the District and BEA agree to the following financial conditions for the 2016-2017 school year: This agreement nullifies all conditions of the 2015-2016 financial agreement.

1. Steps will be paid and lane changes honored, including years of service negotiated at the time of hire by BAS, will reflect the years of service to the district.
2. For 2016-2017 the wage scale is listed below:

**2016-17  
PAYMENT SCHEDULE**

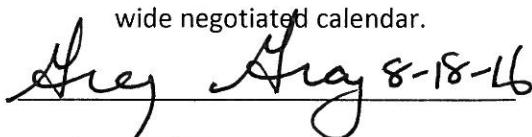
Step	BA	MA	MA+30
1	40,209	42,568	44,936
2	41,390	43,835	46,291
3	43,753	46,374	48,946
4	46,119	48,916	51,656
5	48,485	51,452	54,417
6	50,850	53,985	57,123
7	53,211	56,523	59,832
8	55,574	59,058	62,543
9	57,935	61,594	65,256
10	60,301	64,133	67,962
11	65,450	66,669	70,672
12	69,412	72,270	76,635
13		76,603	81,239

The above payment schedule will be used until an agreement for the 2017-2018 wage and benefit opener is settled. If no agreement is completed by August 31<sup>st</sup> of 2017, negotiations will proceed from the salary schedule listed below. The page 50 salary schedule will be eliminated from the contract when the contract expires in 2019.

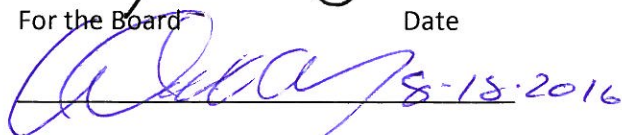
#### PAYMENT SCHEDULE

Step	BA	MA	MA+30
1	39,421	41,733	44,055
2	40,578	42,975	45,383
3	42,895	45,465	47,986
4	45,215	47,957	50,643
5	47,534	50,443	53,350
6	49,853	52,926	56,003
7	52,168	55,415	58,659
8	54,484	57,900	61,317
9	56,799	60,386	63,976
10	59,119	62,875	66,629
11A	64,167	65,362	69,286
11B	68,051	-	-
12A		70,853	75,132
12B		75,101	79,646

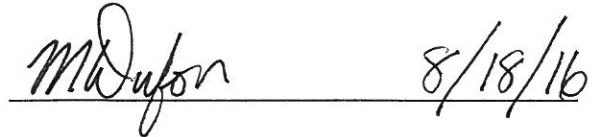
3. Bargaining unit members who qualify will receive one-hundred-percent (100%) of their longevity stipend listed under article 7, letter I, page 13, (professional compensation) of the BEA contract.
4. For 2016-2017 only, class size in grades 5-12 will remain the same as in 2015-2016. This means that the district can assign 33 students per section and pay overloads for students 34 and 35 not to exceed 175 students per day. This does not include the classes listed at the bottom of page 33 or the top of page 34 of the BEA contract as they will remain as listed in the contract.
5. Schedule B, non-athletic, stipends and schedule C stipends will be increased by 4%.
6. For 2016-2017 all BEA bargaining unit members are required to complete 30 hours of professional development in accordance with state guidelines.
7. For the remainder of the BEA negotiated master agreement spring break will follow the county wide negotiated calendar.

 8-18-16

For the Board Date

 8-18-2016

Board Representative Date

 8/18/16

For the Union Date

 8/18/16

For the Union Date