

NON-CONFIDENTIAL MEDIATION GAPS CERTIFIED OFFER

11/11/2024 - 9 PM

1 Base Salary:

- a. Year 1 (2024-2025) 7% Increase, Top Step/Longevity - 9% Increase
 - b. Year 2 (2025-2026): 4.5% Increase, Top Step/Longevity - 5.5% Increase
 - c. Year 3(2026-2027): 3% Increase, Max of 5% based on Western States CPIU
- Retroactive payment will be received on the 25th of the month following contract ratification and Board approval prior to the 10th of that month for days employed by the District.

2 Extra Duty

- a. Year 1 (2024-2025) 2% Increase
- b. Year 2 (2025-2026): 2% Increase
- c. Year 3(2026-2027): 1 % Increase

All extra time/extra duty/exception time sheets pay will be **excluded** from receiving retro active pay increases
Extra duty time worked that is tied to positions will **not** be excluded from retro pay increases - such as special education stipends, bilingual stipends, coaches, etc.

3 Insurance

- a. Year 1 (2024-2025) Current base cap of \$1598.21 will be increased by \$50/month to \$1,648.21
- a. Year 1 (2024-2025) Insurance opt out benefit will increase by \$50/month to \$575month
Insurance base cap and opt out cap will **not** be awarded retractorively
Insurance cap and opt out cap will be applied to all eligible employees one month after the salary retroactive payment is processed.
- b. Year 2 (2025-2026): \$50/month increase to base cap
- c. Year 3(2026-2027): \$50/month increase to base cap

4 Committee Pay

- a. Year 1 (2024-2025) \$42.50/hour
- b. Year 2 (2025-2026): \$47.5/hour
- c. Year 3(2026-2027): \$50/hour

All extra time/extra duty/exception time sheets pay will be **excluded** from receiving retro active pay increases
Per Diem will be paid ONLY for required trainings offered outside of the 191 day contract

FOR OUR 2024-2025 OFFER ABOVE

TOP STEP TEACHER SALARY IS ... \$92,540

For A 191 Day Contract is a daily rate of... \$484.5

An hourly rate of \$60.56

FOR OUR 2025-2026 OFFER ABOVE

TOP STEP TEACHER SALARY IS ... \$97,630

For A 191 Day Contract is a daily rate of... \$511.15

An hourly rate of \$63.89