

Tentative Agreement Summary – Certificated Staff Salary Schedule 2018-19

BEA and BSD have reached a Tentative Agreement on a Salary Schedule for Certificated Staff for 201819. Please review the information below before voting to ratify this agreement. The BEA Executive Board voted unanimously to recommend this Salary Schedule for ratification by the BEA Membership.

The new salary schedule has smoothed out the increases between steps and columns. While the increase in total funding to the total salary schedule represents a 19.4% increase, percent increases of individual cells vary due to the inconsistencies in the old salary schedule.

The following philosophy of compensation and Interest Based Process guided our agreement on the salary structure we recommend for ratification and adoption:

Philosophy of Compensation

BEA and BSD share a mutual interest in our commitment to attracting, supporting, and retaining high quality educators, while maintaining fiscal responsibility to the community. We value equity, inclusion, diversity, collaboration, and innovation. As a learning organization, we are dedicated to ongoing professional growth and shared leadership to improve student learning.

Our values shall be reflected through a clear, equitable, and competitive compensation system. We strive to empower all educators by having high expectations and providing resources and support that enhance the professional quality of life of our educators as vital members of our Bellevue School District community.

While the same number of steps will be on the new structure, various types of pay have been restructured. Below is a table showing the difference between the previous compensation elements and the new compensation elements. An MA90 column has also been added and BA90 and MA have been combined.

Salary Structure – 2017-2018	Salary Structure – 2018-2019
Base Pay – Previous, allocation from the state	Base Pay – Increased allocation from the state with a requirement of \$48,097 at BA step 1.
Incentive (136 hours, % increases, years 2-15 longevity)	Professional Responsibility – some moved into base
T&R (64 hours for technology, 64 professional responsibilities)	Moved to responsibility (prorated by FTE), new separate technology stipend (.6 FTE or above gets full amount of \$2,000,.5 FTE or less receives \$1000), some moved into base
Optional Professional Development (60 hours – equal to 7.5 days, not shown on salary schedule), paid at per diem	4 days added to the contract, leave provisions apply (8/27/18, 8/28/18, 10/12/18, 3/15/19 – Elementary, 3/18/19 – Secondary)
	3.5 days (28 hours) Optional Professional Development (8/29/18 and teacher directed, district directed and 4 hours transition), continue to pay at per diem
Longevity Stipend – years 15, 20, 25	Wrapped into base pay and professional responsibility

The 2018-2019 school year is a transition year. The previous structure regarding T&R and the intent of the work remains intact. At the end of the 2018-2019 school year, certificated employees will NOT be required to submit verification of hours. It is understood that certificated employees will be performing these duties as originally intended in the current Collective Bargaining Agreement.

- a) BEA and BSD will continue work on transitioning the compensation structure during 2018-2019 and will make any revisions and changes through the collective bargaining process. (The full contract will be bargained during 2018-2019).
- b) Non-student contract days are now eligible for leave provisions to apply. Certificated staff would use SmartFind Express should they need to take leave for any of these days.

The new structure of pay breaks down as follows:

- a) Base pay – Pro-rated based upon FTE
- b) Contracted professional development days – Paid at per diem
- c) Optional professional development days – Paid at per diem
- d) Responsibility/incentive – Pro-rated based upon FTE
- e) Technology – Flat rate of \$2,000 for full time, \$1,000 for .5 FTE or less

The changes to the Salary Schedule impact the current Base Pay, TRI pay and paid Professional Development (Article 22, Section 1, Section 3 and Section 8, clauses A and B, Appendix 3.1). All other pay provisions remain in place (Stipends, Additional Work Days, Activity Pay). Base pay has increased significantly and makes up a greater percentage of total compensation than in the past. This results in a significant increase in the per diem rate. All additional work days for various employee groups will be paid at the new per diem rate.