

BETHEL SCHOOL DISTRICT  
FINANCIAL PROPOSAL FOR SETTLEMENT  
DISTRICT OFFER # 1

- ☐ This is a package offer that must be agreed to in full.
- ☐ Items not included as part of this settlement are withdrawn by the parties.

**PART I: SALARY**

- ☐ Cola represents increase direct to state allocation model (SAM).
- ☐ General represents increase of salary schedule applied to TRI.

SALARY CATEGORY	2016-17	2017-18	2018-19
COLA	1.8%	1.2%	State COLA TBD
GENERAL	2.0%	2.5%	2.5%
TOTALS	3.8%	3.7%	2.5% + (YR 3 STATE COLA)
GRAND TOTAL FOR 3-YEARS			10% + (YR3 STATE COLA)

**PART II: SUGGESTED MONETARY INCREASES/LANGUAGE TO THE CONTRACT.**

- ☐ A - Article, S - Section

ARTICLE / ISSUE	COMMENTS/DETAILS	MONETARY VALUE
A11, S4 (new section) - Special Education	<u>Latest District Proposal</u> Additional curriculum materials for SPED Teachers.	\$50,000
A12, S1,2, & 3 - Planning Time	<u>Latest District Proposal</u> Coverage rate increased from \$42 to \$50	\$80,860
A18, S3 - IEP Compensation	<u>Latest District Proposal</u> Increase from \$50 per IEP to \$1,500 stipend for caseload managers. After 25 - IEPs compensated at \$75 per IEP.	\$165,000
A18, S4 - Time Responsibility Incentive	<u>Latest District Proposal</u> Compensation - see salary in Part I. Minimize TRI documentation for self-directed activity.	NA
A18, S6 - Secondary Counselors/Social Workers/District Psychologists	<u>Latest District Proposal</u> Increase for middle schools from 4-days to 5-days. Increase for high schools from 6-days to 10-days. Increase for district psychologists from 6-days to 10-days.	\$38,400
A18, S7 - Librarian	<u>Latest District Proposal</u> Increase of tier 1 from 1-day to 3-days.	\$22,800

	Increase of tier 2 from 2-days to 5-days. Increase of tier 3 from 3-days to 6-days.	
A18, New Section - Nurses	Up to 10-extra days	\$22,500
A50 - Substitutes	Increase of daily rate from \$130 to \$140 Incentive pay for 50, 70, and 90 day work.	\$150,000
Appendix D-4 - Stipend Schedule	<b><u>Latest District Proposal</u></b> Addition of HS Band/Assistant Addition of HS Pep Band Addition of MS Jazz Band Addition of HS Theater Manager Increase of HS Band for Extended Athletic Seasons Adjustment to Elem Music to \$1k per school	\$24,000
<b>Grand Total</b>		<b>\$553,560</b>

**PART III: CONTRACT LANGUAGE NEEDED BY THE DISTRICT.**

❑ A - Article, S - Section

ARTICLE / ISSUE	COMMENTS/DETAILS
A2, New Section - Management	Latest District proposal
A8, S3 - Just cause	Latest District proposal
A13, S1 - Personnel files	Latest District proposal
A20, S7 - Professional Assistance Track	Latest District proposal
A52 - Duration	Latest District proposal
Appendix B-2 - Amnesty clause	Latest District proposal