

Summary of SBCSC Administration Proposal #7 (November 8, 2021)

Open Items

The parties have met five times. SBCSC presented seven proposals (including the last offer). NEA-SB presented six. Four main issues remain open: salaries (and general stipends), the agreement length (one or two years), moving to 24 pays, and health insurance structure and premiums.

1. Agreement Length

SBCSC's proposals have all been for a two-year agreement. NEA-SB's most recent proposal is for a two-year agreement with a "reopener" requiring the parties to bargain money and benefits year two.

2. Salaries

SBCSC Proposal

SBCSC's last offer on teacher salaries is a package with the insurance offer.

Year One

Starting Salary: \$42,800 (\$1,800 increase)

Years	Raise	Stipend	Total
0	\$1,800 to starting salary	\$500	\$2,300
1-3	\$1,800	\$500	\$2,300
4-6	\$2,300	\$500	\$2,800
7-9	\$2,500	\$500	\$3,000
10-23	\$3,300	\$500	\$3,800
24+	\$2,300	\$1,500	\$3,800

Year Two

Starting Salary: \$43,800 (\$1,000 increase)

Years	Raise	Total 2-Year Raises	Total 2-Year Compensation
0	\$1,000 to starting salary	\$2,800	\$3,300
1-3	\$1,500	\$3,800	\$3,800
4-6	\$2,250	\$4,550	\$5,050
7-9	\$2,250	\$4,750	\$5,250
10-23	\$2,250	\$5,550	\$6,050
24+	\$2,250	\$4,550	\$6,050

Total Cost

Year 1 Salary and Benefits Cost:	\$3.25 million
Year 1 Stipend Cost:	\$0.88 million
<u>Year 2 Salary and Benefit Cost:</u>	<u>\$2.57 million</u>
Total Proposal Cost:	\$6.71 million

NEA-SB Proposal

NEA-SB's last proposal on salary and stipends was for the first year only and proposed just a total amount of money for raises (\$5.5 million) and a total amount of money for stipends (\$2.5 million).

3. Insurance

SBCSC's proposal would establish how employee premiums are calculated as follows:

- Core Plan employee premiums would be 20% of total insurance premiums with the corporation covering the remaining 80% of the cost of insurance.
- For Buy-Up Plan premiums, the corporation would contribute an amount equal to the contribution amount for the Core Plan.

An HSA Plan would be offered as a new option for employees. SBCSC would contribute \$1,000 annually to health savings accounts for employees who choose this option.

4. 24-Pays

SBCSC would begin paying teachers 24 pays over the course of the year starting with the 2022-23 school year. The corporation currently pays 26 paychecks a year. NEA-SB's last proposal agreed to 24 pays conditioned on SBCSC accepting a two-year agreement with a reopener on money and benefits.

5. Zone Salary Limitation

NEA and the Zone have tentatively agreed to salaries and stipends for Harrison, Warren, and Wilson that are different than SBCSC's proposed salaries. SBCSC has proposed language that would limit those salaries to Zone positions only.

Agreed Items

SBCSC and NEA-SB have tentatively agreed on a number of items. These cannot go into effect without a full agreement.

1. **Clinic Incentive.** Employees who get their annual physical at SBCSC's Health Clinic will receive a \$300 insurance credit. Other incentives would be discussed between the NEA-SB insurance committee and SBCSC.

2. **National Board Certification.** Teachers pursuing National Board Certification will be reimbursed expenses up to \$2,500 and teachers attaining NBC will receive an annual stipend of \$5,000 so long as TSL Grant funding is available.
3. **Microcredentials.** Teachers will receive \$150 per microcredential, up to 4 per year. They will be optional except for new teachers participating in SBCSC's teacher induction program.
4. **TQP Mentor Stipend.** Increases payment to mentors from \$750 per quarter to \$1,000.
5. **Extended Learning Compensation.** For the 2021-22 school year, teachers working in the extended-learning program will be paid at a rate of \$70 per hour.
6. **Outside Teaching Experience.** Increases cap on credit for outside teaching experience from 10 to 20 years.
7. **Continuing Dues Deductions.** Removes language requiring union dues deductions. NEA-SB is taking this over in response to legislation limiting the ability of school corporations to make these deductions.
8. **Retention Stipends.** Revises language to allow retention stipends of \$700 and \$1,200 for effective and highly effective teachers to continue for the duration of this contract. These stipends would not have continued without this change.
9. **Appendix II (ECA) Positions.** Adds stipends for unified track head (\$4,760) and assistant (\$2,210) coaches (HS), unified flag football head (\$2,567) and assistant (\$1,465) coaches (HS), and fine arts club sponsor (\$1,438.20) (MS).