

BHAECE Association Proposal Summary

3-year contract agreement on language and calendar. 2-year agreement on wages covering 25-26 and 26-27.
Wage reopener after 2026-27 school year.

Language:

- New language related to formerly prohibited items like payroll deductions for union dues and membership information sharing.
- New vacancy and transfer language. We will retain the right of assignment.
- New mentoring option for new or new to district teachers.
- Addition of group to Frontline for substitute assignments.
- Formalized grievance procedures similar to other groups.

Insurance

- No major changes – eligible for single medical, dental, and vision coverage.
- Increase in LTD wage maximum.

Wages:

- For the 2025-26 school year, teachers will maintain an hourly pay rate and all the rights and benefits they enjoyed as hourly employees under the previous Collective Bargaining Agreement.
- Creation of a new Step 9 for the 2025-26 school year and a new Step 10 in the 2026-27 school year.
- Step advancement each year of the agreement.
- Retroactive pay to the start of the 25-26 school year.
- \$2,000 off schedule payment upon ratification paid in two installments. (One after ratification, one paid at the end of the school year.)
- Conversion to salaried positions starting with the 2026-27 school year. Assumes 186 workdays through the school year and 8 hours of paid time with a 30-minute unpaid lunch period. Salary Equivalent calculations = 186 workdays + 9 paid holidays x hourly rate x 8.
- Calendar consistent with the District/BHEA. Negotiated changes mutually agreed to by both parties.
- Increase in degree stipend, in particular EC teacher certification.
- Increase in tuition reimbursement.

2024-25 Wage Scale	
Steps	Hourly
1	\$20.50
2	\$21.50
3	\$22.50
4	\$23.50
5	\$24.50
6	\$25.50
7	\$26.50
8	\$27.50

2025-26 Wage Scale		
Steps	Salary	Hourly/195
1	\$35,334	\$22.65
2	\$36,894	\$23.65
3	\$38,454	\$24.65
4	\$40,014	\$25.65
5	\$41,574	\$26.65
6	\$43,134	\$27.65
7	\$44,694	\$28.65
8	\$46,254	\$29.65
9	\$47,814	\$30.65

2026-27 Wage Scale (~4%)		
Steps	Salary	Hourly/186
1	\$36,750	\$24.70
2	\$38,400	\$25.81
3	\$40,000	\$26.88
4	\$41,600	\$27.96
5	\$43,250	\$29.07
6	\$44,850	\$30.14
7	\$46,500	\$31.25
8	\$48,100	\$32.33
9	\$49,700	\$33.40
10	\$51,300	\$34.48

Finances

- 2025-26: Total cost is **\$1,163,302** (fully loaded with FICA and retirement), which is an additional **\$131,336**, 42% absorbed by the GSRP grant (\$55,161).
- 2026-27: Total cost is **\$1,191,022**, assuming all existing 19 members, an increase from 2025-26 of **\$27,820** expected to be fully absorbed by the GSRP grant due to assignment changes. .