

**PACKAGE SETTLEMENT PROPOSAL**

**BETWEEN**

**EAST BAY INNOVATION ACADEMY  
&  
EAST BAY INNOVATION ACADEMY TEACHERS ASSOCIATION**

**TO SETTLE NEGOTIATIONS FOR THE 2017-2018 & 2018-2019 SCHOOL YEARS**

**February 27, 2019**

This package settlement offer is to fully settle certificated negotiations between East Bay Innovation Academy (“EBIA”) and East Bay Innovation Academy Teachers Association (“ETA”) for the 2017-2018 and 2018-2019 school years. Rejection of any of the items proposed constitutes a rejection of the entire package proposal. The elements of the proposal are as follows:

**1. Article 6 – Work Year/Day**

6.2.2 Staff/faculty meetings shall occur *two (2)* times per week before the school day, and may be used for departmental, grade level, SEL, capstone planning, or other collaborative endeavors. Staff/faculty meeting time may also be made available for unit members to participate in SST, 504, and IEP meetings. *Other work time not dedicated to staff/faculty meetings before the start of the school day shall be reserved for prep time.*

**2. Article 9 – Compensation**

9.1.1 Unit member salary shall be determined using the salary schedule attached as Appendix A. *Retroactive to the start of the 2018-2019 school year, unit members shall receive a two percent (2%) base salary increase. Such increase shall become effective the first payroll period following full ratification of this proposal, and retroactive monies owed shall be paid in the final payroll period for the 2018-2019 school year. Unit members returning to work for the 2019-2020 school year and remaining employed through September 15, 2019 shall also receive a one-time retention bonus in the amount of \$1,500 payable on September 15, 2019. The parties shall separately negotiate the terms of retention bonuses for future years.* No unit member will be subject to a reduction in compensation as a result of the implementation of this salary schedule.

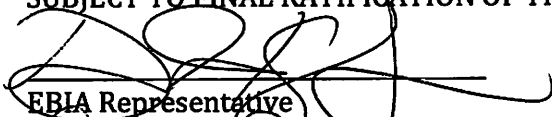
~~9.2.4 Annual Incentive Plan: Unit members will participate in the EBIA annual incentive plan.~~


~~A. In Year 1, unit member AIP bonus range is 3% of base salary, based on attainment of established performance metrics, which will be annually drafted by the employee and annually approved by the assigned evaluator.~~

~~B. In following years, unit member AIP bonus range is 4% of base salary, based on attainment of established performance metrics, which will be annually drafted by the employee and annually approved by the assigned evaluator drafted by the employee and annually approved by the assigned evaluator.~~

9.3.4 ***Beginning Teacher Support and Assessment (BTSA): EBIA shall pay up to two (2) years per unit member towards completion of the BTSA program pursuant to terms to be separately negotiated between EBIA and ETA by no later than the start of the 2019-2020 school year.***

SUBJECT TO FINAL RATIFICATION OF THE PARTIES:

  
EBIA Representative

  
ETA Representative

2/28/19  
Date

2/28/2019  
Date