



EBIA-ETA Compensation, Benefits Side Letter for 23-24 SY

Background:

On November 16, 2022, ETA requested a reopener of the following articles of the Collective Bargaining Agreement.

- Article 6: Work Year/Day
- Article 9: Compensation
- Article 10: Benefits

As negotiations unfolded, the stated intentions of the two parties, ETA and EBIA, were to:

- Look for a 1-year solution to improve the quality of life and reward the hard work of teachers with the intention to increase retention and recruitment outcomes while also being aware of longer-term budget constraints.
- Try for the simplest solution that is amicable for both sides, so we can hopefully accelerate the Bargaining process since there are many other things going on as well.
- Divorce ETA bargaining for Comp/Benefits/Evals from the longer-term exercise to address budget concerns that are related to the upcoming focus groups.

After very amenable negotiations, the following changes are ready to be ratified.

Article 9: Salary

For the 2023-24 school year, the following changes to unit members salary will take effect:

SALARY INCREASE: All ETA Members will see a Salary Increase.

- If a member makes above \$80,000 in 22-23, they will experience a 5% raise in 23-24
- If a member makes below \$80,000 in 22-23, they will experience a 7% raise in 23-24

RETENTION BONUS: All returning ETA Members will receive a Retention Bonus.

- A 4% bonus (based on the 23-24 salary) will be issued to all returning ETA members. The bonus will be paid in two installments - one at the beginning of the year in August 2023 and the second installment in January 2024. (This 4% bonus is in addition to the bonus affiliated with Measure G1)

EBIA reserves the right to institute up to a 4% signing Bonuses for New Staff that it is trying to hire.

CREDENTIAL SUPPORT: EBIA will provide support to employees working to receive their credential. (while not a part of salary, it is being included in this article, as it is a part of total compensation).

EBIA will fund up to \$3,500 per ETA member (teachers and non-teachers) toward essential credentialing/licensing costs that can be used on tuition or other credentialing needs over the course of their lifetime at EBIA. This is retroactive to the 2020-21 school year. This will include reimbursement for CSET fees (\$250), CSET prep courses, CTE credentialing requirements, preliminary credential tuition, CTC fees, tuition assistance, and clear credential costs. This will not apply to teachers who are adding a credential that is not required for their teaching assignment.

In order to avoid the issue of “gift of public funds,” teachers who receive funds for tuition assistance will stay one additional year or pay back the funds should they leave during/or after the year they receive the funds.

FYI: For non-ETA members, EBIA will fund up to \$2,500 in credentialing requirements (i.e. admin credential) or professional development relevant to their job assignment.

REFERRAL BONUS

EBIA will pay a \$1,000 referral bonus to any employee that refers someone to apply to EBIA and if that person is hired and begins work. This will only apply to teaching positions.

Article 10: Benefits

DEPENDENT COVERAGE

For ETA members who choose dependent coverage for EBIA's health care plan, EBIA will credit up to a total of \$2,000 toward the insurance premium costs for the dependents.

FYI: it is EBIA's intent to apply this to all employees, not just ETA members.

Article 12: Evaluations

Compensation will not be tied to prior year evaluations, as memorialized in a side letter ratified on January 17, 2023.

Article 8: Layoffs

EBIA cannot guarantee there will be no layoffs of certificated teachers who are part of ETA if economic-downturn-related layoffs are necessary. Admin will do its very best to reduce headcount by attrition only if it is necessary, although this cannot be guaranteed.

Taking effect July 1, 2023, this side letter agreement to the Collective Bargaining Agreement dated January 28, 2020 was ratified by the members of the EBIA Teachers Association on April 14, 2023 and ratified by the EBIA Board on April 19, 2023.

Signed:

Hari Vasu-Devan, ETA Chair

Jenna Stauffer, Interim Executive Director

Date

Date