

TENTATIVE AGREEMENT SUMMARY

BLOOMFIELD SCHOOL DISTRICT

10-12-2022

1. Housekeeping: Dates and other clerical updates will be made as needed.
2. New Salary Schedule: The new starting salary for bachelor's teachers will be \$40,000 with \$1,000 steps between rows up to a new bachelor's top salary of \$60,000. The new starting salary for master's teachers will be \$42,000 with \$2,000 steps between rows up to a new master's top salary of \$71,000.
3. Base Salary Increases: Returning teachers with a bachelor's degree will receive a base salary increase when transitioning to the new schedule in a range between \$2,000 to \$2,930. After being transitioned to the new salary schedule, eligible bachelor's teachers will take a step on the schedule for an additional \$1,000 increase. Therefore, the minimum base salary increase for a bachelor's teacher will be \$3,000.

Returning teachers with a master's degree will receive a base salary increase when transitioning to the new schedule in a range between \$2,000 to \$2,800. After being transitioned to the new salary schedule, eligible master's teachers will take a step on the schedule for an additional \$2,000 increase. Therefore, the minimum base salary increase for a master's teacher will be \$4,000.

Teachers newly attaining a master's degree will be permitted to move to the master's column.

4. New Hire Salary Readjustment: The salaries of new hires employed prior to the ratification of the contract will be adjusted upward as appropriate to place them into the new salary schedule.
5. Health Insurance: The health insurance increase will be split among the parties in the same manner as has been done in the past.
6. Article X, Section C – Rehiring Retired Teachers: The language will be amended as follows to address IEERB concerns –

C. Rehired retired teachers shall begin at ~~Step 5~~ **Row E** on Column 1 for a retired teacher with a Bachelor's Degree ~~of Step 5~~ **and Row E on Master's Track Red** ~~on Column 3~~ for a retired teacher with a Master's Degree.

7. Appendix B: The language will be amended as follows to address an IEERB concern –

Teachers who ~~voluntarily~~ participate in Title I funded professional development outside of the regular duty hours may be compensated at a rate of fifty dollars (\$50.00) for one-half (1/2) day, and one hundred dollars (\$100) for a full day. In the event there are not sufficient funds in the Title I grant to support these stipends, or the Title I grant ceases to exist, the Board will not pay these stipends to teachers. These stipends will not under any circumstances be paid from the Education Fund.