

# The Two Offers

| <b>CCEA Year 1 (Retroactive to July 1, 2023)</b>   | <b>CCSD Year 1 (Effective November 1, 2023)</b>   |
|--|---|
| 10% Increase + 1.875% Increase (PERs cut restored)<br><b>11.875% Total Increase</b><br><i>18,000 educators eligible</i>        | 9% Increase - 1.875% <b>Decrease</b> (PERs not restored)<br><b>7.125% Total Increase</b><br><i>18,000 educators eligible</i>  |
| \$5,000 for <i>all</i> educators at Title 1 Schools with 5% or more vacancies (160 schools)<br><i>5,500 educators eligible</i> | \$10,000 for 23 schools (Transformation Network)<br><i>720 educators eligible</i><br>\$3,250 for 31 schools (10% GRAD scores)<br><i>1,641 educators eligible</i>                |
| 5% Increase for <i>all</i> SPED educators (self-contained and non-self-contained)<br><i>3,450 educators eligible</i>           | \$10,000 for Tier 1 SPED self-contained educators<br><i>1,105 educators eligible</i><br>\$3,250 for Tier 2 SPED non-self-contained educators<br><i>2,349 educators eligible</i> |
| Step Increase (\$1,560) - <i>18,000 educators eligible</i>   | Step increase (\$1,420) - <i>18,000 educators eligible</i>  |
| Column Increase (\$6,250) - <i>3,400 educators eligible</i>  | Column Increase (\$5,680) - <i>3,400 educators eligible</i>   |
| Differential pay for other licensed professionals (\$3,300 or \$6,250)<br><i>500 educators eligible</i>                        | Differential pay for other licensed professionals (\$2,800 or \$5,680)<br><i>500 educators eligible</i>   |
| Two new columns (\$6,750 each)<br><i>400 educators eligible</i>  | No new columns  |
| Salary Schedule (Year 1)<br>Starting pay: \$55,127 / Top pay: \$131,689  | Salary Schedule (Year 1)<br>Starting pay: \$53,601 / Top pay: \$117,399   |
| 1.5 times pay for time past 7 hours 11 minutes for all educators working in extended school day for full year                  | No increased pay for time past 7 hours 11 minutes for educators working in extended school day for full year  |
| Extra pay for extra instruction (\$50/hr or contract rate of pay - whichever is higher)  | Same pay for extra instruction (\$31.50/hr)   |
| Coaches and advisors increased to entry level of salary schedule   | Coaches and advisors increased to entry level of salary schedule  |
| \$78.63/month increased CCSD insurance premiums<br><i>18,000 educators eligible</i>  | \$70.40/month increased CCSD insurance premiums<br><i>18,000 educators eligible</i>   |
| Sick day buy back proposal (dollar for dollar)   | No sick day buy back proposal   |

*Note: Regarding CCSD's one-time salary look back – at best maybe 3,000 teachers eligible would get a higher salary adjustment than CCEA's 8% plus restoring the 1.875% PERs reduction. We say 'maybe' because CCSD's proposal is where they are the sole judge as to whether someone qualifies for a 'salary look back'*

| <b>CCEA Year 2</b>   | <b>CCSD Year 2</b>  |
|--|---|
| 8% Increase + 1.875% Increase (PERs cut restored)<br><b>9.875% Total Increase</b><br><i>18,000 educators eligible</i>  | 2% Increase - 1.875% <b>Decrease</b> (PERs not restored)<br><b>0.125% Total Increase</b><br><i>18,000 educators eligible</i>  |
| CCEA's main objective is to increase the salaries of <i>all</i> employees as well as differential pay as outlined. Our latest proposal is a one-time salary placement review for all employees with guardrails in place that would take place in the 2nd year of the contract and be effective the following year. | One-time salary look back – at best maybe 3,000 teachers eligible would get a higher salary adjustment than CCEA's 8% plus restoring the 1.875% PERs reduction. We say 'maybe' because CCSD's proposal is where they are the sole judge as to whether someone qualifies for a 'salary look back.' |
| \$5,000 for <i>all</i> educators at Title 1 Schools with 5% or more vacancies (160 schools)<br><i>5,500 educators eligible</i>   | \$10,000 for 23 schools (Transformation Network)<br><i>720 educators eligible</i><br>\$3,250 for 31 schools (10% GRAD scores)<br><i>1,641 educators eligible</i>  |
| 5% Increase for <i>all</i> SPED educators (self-contained and non-self-contained)<br><i>3,450 educators eligible</i>   | \$10,000 for Tier 1 SPED self-contained educators<br><i>1,105 educators eligible</i><br>\$3,250 for Tier 2 SPED non-self-contained educators<br><i>2,349 educators eligible</i>   |
| Step Increase (\$1,690) - <i>18,000 educators eligible</i>   | Step Increase (\$1,548) - <i>18,000 educators eligible</i>  |
| Column Increase (\$6,750) - <i>2,400 educators eligible</i>  | Column Increase (\$6,191) - <i>2,400 educators eligible</i>   |
| Differential pay for other licensed professionals (\$3,400 or \$6,750)<br><i>300 educators eligible</i>  | Differential pay for other licensed professionals (\$2,000 or \$6,190)<br><i>300 educators eligible</i>   |
| Two new columns<br><i>320 educators eligible</i>   | No new columns  |
| Salary Schedule (Year 2)<br>Starting pay: \$59,537 / Top pay: \$142,224  | Salary Schedule (Year 2)<br>Starting pay: \$54,673 / Top pay: \$119,747   |
| 1.5 times pay for time past 7 hours 11 minutes for all educators working in extended school day for full year  | No increased pay for time past 7 hours 11 minutes for educators working in extended school day for full year  |
| Extra pay for extra instruction (\$50/hr or contract rate of pay - whichever is higher)  | Same pay for extra instruction (\$31.50/hr)   |
| Coaches/advisors increase to entry level of salary schedule  | Coaches/advisors increase to entry level of salary schedule   |
| \$66.19/month increased CCSD insurance premiums<br><i>18,000 educators eligible</i>  | \$38.72/month increased CCSD insurance premiums<br><i>18,000 educators eligible</i>   |
| Sick day buy back proposal (dollar for dollar)   | No sick day buy back proposal   |