

**Beech Grove Classroom Teachers Association  
Beech Grove City Schools  
Tentative Agreement Summary  
2023-2024**

**1. Bachelors Degree Placement Salary Schedule**

LEVEL	PREVIOUS	YRS EXPERIENCE	PROPOSED	YRS EXPERIENCE
A	\$48,000	0 - 1 - 2	\$50,000	0 - 1 - 2
B	\$49,700	3 - 4 - 5	\$51,700	3 - 4 - 5
C	\$51,400	6 - 7	\$53,400	6 - 7
D	\$53,100	8 - 9	\$55,100	8 - 9
E	\$54,800	10 - 11	\$56,800	10 - 11
F	\$56,500	12 - 13	\$58,500	12 - 13
G	\$58,200	14 - 15	\$60,200	14 - 15
H	\$59,900	16 - 17	\$61,900	16 - 17
I	\$61,600	18 - 19	\$63,600	18 - 19
J	\$63,300	20 - 21	\$65,300	20 - 21
K	\$65,000	22 - 23	\$67,000	22 - 23
L	\$70,100	24+	\$70,100	24+

Teachers will move to the placement that aligns with their years of experience. Teachers in placement level L will receive a \$2,000 stipend.

**2. Masters Degree Placement Salary Schedule**

LEVEL	PROPOSED	YRS EXPERIENCE
A	\$51,000	0 - 1 - 2
B	\$54,100	3 - 4 - 5
C	\$57,200	6 - 7
D	\$60,300	8 - 9
E	\$63,400	10 - 11
F	\$66,500	12 - 13
G	\$69,600	14 - 15
H	\$72,700	16 - 17
I	\$75,800	18 - 19

J	\$78,900	20 - 21
K	\$82,000	22 - 23
L	\$85,100	24+

Teachers will move to the placement that aligns with their years of experience.

Teachers who do not change a level because of their years of experience will receive a \$3,100 stipend.

### 3. Health Insurance

The district will assume the **full cost** of the health insurance increase for all certified staff members. Each plan percentage increase and the actual value being paid by the district for that percentage increase on a bi-weekly and annual basis is included below:

<b>PPO Plan I/II</b>	<b>% Increase</b>	<b>Bi-weekly Increase</b>	<b>Yearly Increase</b>
Employee Only	4.0%	\$17.00	\$ 408.00
Employee/Spouse	9.5%	\$94.50	\$ 2,268.00
Employee/Child(ren)	4.0%	\$33.50	\$ 804.00
Family	9.5%	\$112.50	\$ 2,700.00

<b>PPO Plan III</b>	<b>% Increase</b>	<b>Bi-weekly Increase</b>	<b>Yearly Increase</b>
Employee Only	7.0%	\$25.00	\$ 600.00
Employee/Spouse	13.0%	\$109.50	\$ 2,628.00
Employee/Child(ren)	7.0%	\$49.50	\$ 1,188.00
Family	13.0%	\$132.00	\$ 3,168.00

<b>Plan IV HSA</b>	<b>% Increase</b>	<b>Bi-weekly Increase</b>	<b>Yearly Increase</b>
Employee Only	9.0%	\$25.50	\$ 612.00
Employee/Spouse	14.5%	\$97.00	\$ 2,328.00
Employee/Child(ren)	9.0%	\$51.00	\$ 1,224.00
Family	14.5%	\$116.50	\$ 2,796.00

#### **Plan V HSA - NEW - now offered to BGCS employees**

Employee Only	8.9%
Employee/Spouse	14.5%
Employee/Child(ren)	9.0%
Family	14.5%

<b>Dental Core</b>	<b>% Increase</b>	<b>Bi-weekly Increase</b>	<b>Yearly Increase</b>
Employee Only	4.0%	\$ .50	\$ 12.00
Employee/Spouse	4.0%	\$1.50	\$ 36.00
Employee/Child(ren)	4.0%	\$1.00	\$ 24.00
Family	4.0%	\$2.00	\$ 48.00

**Dental Enhanced**

Employee Only	4.0%	\$1.00	\$ 24.00
Employee/Spouse	4.0%	\$2.00	\$ 48.00
Employee/Child(ren)	4.0%	\$1.50	\$ 36.00
Family	4.0%	\$3.00	\$ 72.00

**Vision Plan w/Anthem**

Employee Only	4.0%	\$0	\$ 0.00
Employee/Spouse	4.0%	\$.30	\$ 7.08
Employee/Child(ren)	4.0%	\$.32	\$ 7.55
Family	4.0%	\$.52	\$ 12.12

**4. Sick Leave Bonus**

The district will give an additional \$2,500 to teachers who submit a written letter of resignation to the Board no later than December 1st of the school year when retirement is to begin or, for mid-year retirees, August 1st of the school year when retirement is to begin. Teachers electing to retire by December 1st (or August 1st for mid-year retirees) will receive a total of \$5,000 of early retirement notice incentive.

**5. Retroactive Pay**

The retroactive pay process for employees who have separated with BGCS during a status quo contract is as follows: Any teacher who gives notice of separation (that is not a retirement) prior to the Board's ratification of the teacher contract is not eligible for retroactive pay.

**6. Sick Leave**

Merge Personal Illness Leave and Family Illness Leave into one leave category titled, "Sick Leave." There will be 15 total days of Sick Leave (personal illness + family illness). The available days are eligible to be used for immediate family or the employee.

**7. ECA Proposals**

- A. Add the position of High School Assistant Choral Director, \$2,826.
- B. Add the position of High School Assistant Choral Spring Spectacular, \$820.
- C. Add the position of High School Marching Band Percussion Director, \$2,423.
- D. Add the position of High School Winter Percussion Director, \$2,423.
- E. Remove the position of Speech Language Pathologist Department Chair at the department chair rate of \$1,413. (This position is no longer in the bargaining unit)

- F. Equalize the compensation on the ECA schedule for Middle School Head Girls Track and Middle School Head Boys Track at \$2,624.
- G. Add the position of High School Girls' Wrestling at \$5,854.
- H. Separate the two positions of EL Art Show Coordinator and EL Music Coordinator - each paid at \$267.
- I. Add the position of Elementary/Intermediate Yearbook, \$1,012.
- J. Add the position of HS Assistant Auditorium Director, \$1,413.
- K. Add the position of HS Art Show Coordinator, \$267.