

**FY23-FY25 MSEA/District Initial Proposals
Side-by-Side Comparison**

This comparison does not summarize all changes proposed by either party. Please refer to the initial proposals for all language changes (MSEAk.org). It's important to note that bargaining is a process. Initial proposals are the starting point. MSEA and the District committed to constructive conversation in the hope of reaching an equitable solution.

	District	MSEA
Duration	3 year proposal	3 year proposal
Salary Article VII	1.5% FY23, 1% FY24, 1% FY25	5% FY23, 4% FY24, 4% FY25
Insurance Article VIII	Only a High Deductible Health Plan (HDHP) offered beginning in FY23. Plan premium split 90/10 between District and employee. \$1500 District contribution to a health savings account in FY23	Multiple plan choices with a \$2052 per member per month District contribution for FY23 (currently \$1960) and 50/50 split of C/B increase thereafter
Creditable Teaching Experience Article VII	New hires may bring in up to 5 years in FY23	New hires bring in up to 6 years FY23, 7 years FY24, 8 years FY25
Planning Time/Duty Day Article XIV	Eliminate guaranteed prep time during the student contact day. Eliminate 7.5 hour duty day, change to 37.5 hours in a 5-day work week	Blocks of planning no less than 45 minutes.
Special Education Teachers and Related Service Providers Article XIV	N/A	Special Education teachers and related service providers receive 10 days of release time per year for case management
Hard-to-fill Language	District shall have sole discretion to provide financial or other incentives for hard-to-fill positions	Teacher National Board and National Certifications increased to \$5000 (currently \$3000)
Column Changes Article VII	No Change	Change columns to include B75/M30 and M60/D
Co-Curricular Stipends Article VI	Eliminate stipend formulas. This would prevent stipends from increasing when salaries increase	Maintain current stipend formula. Stipend increases for several positions. All elementary positions increased from range (1) to (2)
Supplemental Retirement Accounts(403b/457b) Article VII	N/A	District matched employee contributions up to 3% of employee annual salary. Tier III teachers may contribute up to 3 sick leave days annually to the supplemental account.