

BEA provided a verbal proposal on Article 18 and 19:

- COLAs of 5% in Year 1 (retroactive), 4.75% in Year 2, 5% in Year 3
- Insurance increase of \$75 in Year 1 (not retroactive), \$130 in Year 2, \$100 in Year 3

This proposal would be represented in contract language as:

ARTICLE 18: COMPENSATION

B. Basic Salaries

1. *Cost of living increases:*
 - a. *2024-2025: 5% (five percent) cost of living increase retroactive to July 1, 2024.*
 - b. *2025-2026: 4.75% (four and three quarters percent) cost of living increase.*
 - c. *2026-2027: 5% (five percent) cost of living increase.*

ARTICLE 19: GROUP INSURANCE BENEFITS

C. District Insurance Contribution

1. *The premiums for coverage for bargaining unit members provided in Article 19-A shall be paid as follows.*
 - a. *In 2024-2025, commencing the month following full ratification and school board approval of this agreement, the maximum monthly District premium contribution for each full-time bargaining unit member shall be \$1,901 (\$22,812 annually).*
 - b. *Commencing July 1, 2025, the maximum monthly District premium contribution for each full-time bargaining unit member shall be \$2,031 (\$24,372 annually).*
 - c. *Commencing July 1, 2026, the maximum monthly District premium contribution for each full-time bargaining unit member shall be \$2,131 (\$25,572 annually).*