

**Wage Reopener
Between the
Bay-Arenac American Federation of Teachers and the Bay-Arenac Board of Education
May 21, 2024**

This Wage Reopener to the 2022 - 2025 Collective Bargaining Agreement, entered into, by and between the Board of Education of the Bay-Arenac Intermediate School District ("Board") and the Bay-Arenac American Federation of Teachers (AFT) signifies that the parties agree as follows:

Article XIV - Professional Compensation

The basic salaries of Employees covered by this Agreement are set forth in Appendix A, which is incorporated into the 2022 - 2025 Master Agreement. Such salary schedule shall remain in effect through June 30, 2024. Step advancement will take place at the beginning of the 2022-2023 school year, the beginning of the 2023-24 school year, and the beginning of the 2024-2025 school year, with a wage reopener in the 2024-2025 school year.

The Board and the Bay-Arenac American Federation of Teachers agree to the following language as it pertains to Professional Compensation for the 2024 - 2025 School year:

1. The 2023 - 2024 Salary Schedule found in Attachment A will be increased by 3% for the 2024 - 2025 school year.
2. All AFT members will get 1 step on the Salary Schedule beginning in August 2024.

Salary Schedule - AFT - FY '25 (expires 6.30.2025 - wage reopener for FY25 3%)									
Step	NO	ND+60	BA	BA+15	MA	MA+15	MA+30	MA+60	DOCT
1	45,831	46,146	46,462	48,843	51,225	52,504	53,787	55,972	55,972
2	48,532	48,847	49,163	51,650	54,134	55,487	56,838	59,024	59,024
3	51,202	51,518	51,833	54,440	57,047	58,472	59,899	62,084	62,084
4	53,857	54,171	54,487	57,210	59,934	61,432	62,931	65,116	65,116
5	56,899	57,214	57,529	60,391	63,250	64,831	66,412	68,598	68,598
6	59,543	59,857	60,172	63,130	66,088	67,741	69,392	71,578	71,578
7	62,258	62,573	62,888	65,954	69,021	70,748	72,472	74,657	74,657
8	64,965	65,278	65,593	68,771	71,946	73,745	75,544	77,730	77,730
9	67,606	67,921	68,234	71,531	74,827	76,699	78,569	80,755	80,755
10	69,171	69,486	69,801	73,331	76,857	78,780	80,701	82,886	82,886
11	70,839	71,155	71,470	75,279	79,086	81,063	83,045	85,230	85,230
12	73,208	73,526	73,843	77,776	81,712	83,753	85,798	88,005	88,005
13	77,305	77,639	77,975	82,130	86,286	88,441	90,599	92,874	92,874
14	77,305	77,639	77,975	82,130	86,286	88,441	90,599	92,874	92,874

3. In addition to the 3% increase in Attachment A, eligible staff members employed by the Board of Education for the 2024 - 2025 school year will receive an off-schedule signing bonus on the first pay of December 2024.

- a. All employees who have submitted their retirement to be effective at the end of the school year, June 2025, will be entitled to receive the bonus.
- 4. The off-schedule signing bonus will be subject to all normal payroll withholdings (Federal, State, and FICA). and will not count toward the employee's retirement.
- 5. The following formula will be used to determine the amount the eligible staff will receive for the off-schedule signing bonus:

Signing Bonus	
Year of Service	% of Base Wage
0 - 5	1%
6 - 9	1.5%
10 +	2%

- 6. Years of service will be determined by the number of continuous years the staff member has worked for the BAISD as of June 12, 2025.
- 7. If a staff member resigns or is terminated before the end of the 2024 - 2025 school year as identified on the Board Approved District calendar, the employee's bonus will be prorated. Any overpayment of the off-schedule signing bonus will be deducted from the employee's final payroll.
- 8. This off-schedule signing bonus shall not constitute an increase in any employee's base pay rate.

It is understood that this Wage Reopener sunsets on June 30, 2025, at the expiration of the current 2022 - 2025 Collective Bargaining Agreement.

Agreement - 2024 - 2025 Wage Reopener
Local 4580 Of the American Federation of Teachers

Ben McShee _____
[Signature] _____

Bay - Arenac ISD Board of Education

Arnette Kataiak _____ *[Signature]* _____ *Tom Beutefus* _____
Douglas Z. Nussle _____ *Sally O'Neill* _____
Richard J. Fowlkes _____ *[Signature]* _____