

**Proposed Agreement between
Biggs Unified School District and Biggs Teachers Association
May 19, 2025**

TERM and REOPENERS

This agreement will close negotiations for 2025-2026 and 2026-2027. The term of the agreement will be through June 30, 2027. Reopeners for the 2027/2028 shall compensation as set forth in Article VI (D) and one additional item from each party.

SALARY

1. 4% on the salary schedule effect July 1, 2025.
2. 90% of the funded cola (2026) on the salary schedule effect July 1, 2026

ARTICLE VII FRINGE BENEFITS

A. Medical, Dental and Vision Insurance

1. Effective July 1, 2025 the District shall contribute an annual maximum of \$12,500. for each full time unit member to be applied toward the premium cost for each eligible employee and covered dependent for medical, dental, and vision insurance plans available through the Butte Schools Self-Funded Program.

ARTICLE VI SALARIES

B. Professional Growth and Movement on the Salary Schedule

1. Payment for Professional Growth:

a) Professional growth of an employee **Required** by the district shall be paid by the district. The unit member will be reimbursed for the cost of tuition for acquiring those units upon presenting the district with proof of completion of the certificate or credential authorizing them to teach a course of study in required area as well as proof of payment to the sponsoring institution granting those units. The teacher may use those units for advancement on the salary schedule even if the district paid for the units. To receive reimbursement, the unit member must remain in continuous service to the District during the time s/he is working on completing the units and for at least three years after the credential or certificate is granted,

This will close negotiations and settle the terms of the contract through June 30, 2027 unless both parties agree to reopen.

In Witness Whereof, the parties hereto have executed this Agreement on the date (s) set forth below.

Biggs Unified Teachers
Associations (BUTA/CTA/NEA)

Biggs Unified School District

Holly Perkins 5/20/25 Doug Kaelin 5-20-25
Holly Perkins, BUTA President Date Doug Kaelin, BUSD Superintendent Date

Estella Herniman 5/20/25
Estella Herniman, BUTA Vice President Date

BIGGS UNIFIED SCHOOL DISTRICT CERTIFICATED SALARY SCHEDULE 2025 - 2026

STEP	RANGE I BA + 30	DAILY	RANGE II BA + 45	DAILY	RANGE III BA + 60 or MA	DAILY	RANGE IV BA+75 or MA+15	DAILY	DAILY
1	\$ 55,349.00	\$ 300.81	\$ 56,870.00	\$ 309.08	\$ 58,436.00	\$ 317.59	\$ 60,041.00	\$ 326.31	\$ 326.31
2	\$ 57,010.00	\$ 309.84	\$ 58,576.00	\$ 318.35	\$ 60,189.00	\$ 327.11	\$ 61,843.00	\$ 336.10	\$ 336.10
3	\$ 58,719.00	\$ 319.13	\$ 60,334.00	\$ 327.90	\$ 61,994.00	\$ 336.92	\$ 63,697.00	\$ 346.18	\$ 346.18
4	\$ 60,481.00	\$ 328.70	\$ 62,143.00	\$ 337.73	\$ 63,854.00	\$ 347.03	\$ 65,608.00	\$ 356.57	\$ 356.57
5	\$ 62,296.00	\$ 338.57	\$ 64,008.00	\$ 347.87	\$ 65,770.00	\$ 357.45	\$ 67,576.00	\$ 367.26	\$ 367.26
6	\$ 64,164.00	\$ 348.72	\$ 65,928.00	\$ 358.30	\$ 67,742.00	\$ 368.16	\$ 69,603.00	\$ 378.28	\$ 378.28
7	\$ 66,089.00	\$ 359.18	\$ 67,906.00	\$ 369.05	\$ 69,775.00	\$ 379.21	\$ 71,691.00	\$ 389.63	\$ 389.63
8	\$ 68,072.00	\$ 369.96	\$ 69,943.00	\$ 380.13	\$ 71,868.00	\$ 390.59	\$ 73,843.00	\$ 401.32	\$ 401.32
9	\$ 68,072.00	\$ 369.96	\$ 72,042.00	\$ 391.53	\$ 74,024.00	\$ 402.30	\$ 76,057.00	\$ 413.35	\$ 413.35
10	\$ 68,072.00	\$ 369.96	\$ 74,202.00	\$ 403.27	\$ 76,246.00	\$ 414.38	\$ 78,339.00	\$ 425.76	\$ 425.76
11	\$ 68,072.00	\$ 369.96	\$ 74,202.00	\$ 403.27	\$ 78,532.00	\$ 426.80	\$ 80,689.00	\$ 438.53	\$ 438.53
12	\$ 68,072.00	\$ 369.96	\$ 74,202.00	\$ 403.27	\$ 80,888.00	\$ 439.61	\$ 83,111.00	\$ 451.69	\$ 451.69
13	\$ 68,072.00	\$ 369.96	\$ 74,202.00	\$ 403.27	\$ 83,314.00	\$ 452.79	\$ 85,603.00	\$ 465.23	\$ 465.23
14	\$ 68,072.00	\$ 369.96	\$ 74,202.00	\$ 403.27	\$ 85,815.00	\$ 466.39	\$ 88,171.00	\$ 479.19	\$ 479.19
15	\$ 68,072.00	\$ 369.96	\$ 74,202.00	\$ 403.27	\$ 88,390.00	\$ 480.38	\$ 90,817.00	\$ 493.57	\$ 493.57
16	\$ 68,072.00	\$ 369.96	\$ 74,202.00	\$ 403.27	\$ 91,041.00	\$ 494.79	\$ 93,542.00	\$ 508.38	\$ 508.38
17	\$ 68,072.00	\$ 369.96	\$ 74,202.00	\$ 403.27	\$ 91,041.00	\$ 494.79	\$ 96,348.00	\$ 523.63	\$ 523.63
18	\$ 68,072.00	\$ 369.96	\$ 74,202.00	\$ 403.27	\$ 91,041.00	\$ 494.79	\$ 99,238.00	\$ 539.34	\$ 539.34
19	\$ 68,072.00	\$ 369.96	\$ 74,202.00	\$ 403.27	\$ 91,041.00	\$ 494.79	\$ 102,215.00	\$ 555.52	\$ 555.52
20	\$ 68,072.00	\$ 369.96	\$ 74,202.00	\$ 403.27	\$ 91,041.00	\$ 494.79	\$ 105,282.00	\$ 572.18	\$ 572.18
21	\$ 68,072.00	\$ 369.96	\$ 74,202.00	\$ 403.27	\$ 91,041.00	\$ 494.79	\$ 105,282.00	\$ 572.18	\$ 572.18
22	\$ 68,072.00	\$ 369.96	\$ 74,202.00	\$ 403.27	\$ 91,041.00	\$ 494.79	\$ 108,440.00	\$ 589.35	\$ 589.35
23	\$ 68,072.00	\$ 369.96	\$ 74,202.00	\$ 403.27	\$ 91,041.00	\$ 494.79	\$ 108,440.00	\$ 589.35	\$ 589.35
24	\$ 68,072.00	\$ 369.96	\$ 74,202.00	\$ 403.27	\$ 91,041.00	\$ 494.79	\$ 111,693.00	\$ 607.03	\$ 607.03
25	\$ 68,072.00	\$ 369.96	\$ 74,202.00	\$ 403.27	\$ 91,041.00	\$ 494.79	\$ 111,693.00	\$ 607.03	\$ 607.03
26	\$ 68,072.00	\$ 369.96	\$ 74,202.00	\$ 403.27	\$ 91,041.00	\$ 494.79	\$ 115,044.00	\$ 625.24	\$ 625.24
27	\$ 68,072.00	\$ 369.96	\$ 74,202.00	\$ 403.27	\$ 91,041.00	\$ 494.79	\$ 115,044.00	\$ 625.24	\$ 625.24

NOTE: High School Counselor's salary is based on teacher's salary schedule at proper range and step. Total is increased by daily rate for each day over 184.

Board Approved: *[Signature]* 6-25-25