

JA
DWD
RM 5/7/19

ARTICLE 17
Wages

R. Referendum Funds: No less than 2.5% of funds collected from the August 29, 2018 Referendum on a Question Regarding a Levy of Ad-Valorem Taxes for Essential Operating Expenses ("Referendum Funds") in the Fiscal Year beginning on July 1, 2019, shall be designated for and distributed to eligible district employees in the BTU Education Support Professionals bargaining unit. Such Referendum Funds shall be distributed as Referendum Supplements as described below.

For the 2019-2020 school year, eligible employees of the BTU Education Support Professionals bargaining unit whose effective start date is on or before June 30, 2019, will receive a Referendum Supplement equal to 3.5% of base salary.

Said Referendum Supplements shall be paid in equal installments per pay period of the Employee. Employees who separate from employment before the end of the next fiscal year shall receive a pro rata portion of the Referendum Supplements commensurate with the portion of the year actually worked by the Employee.

The parties intend that these Referendum Supplements will be pensionable. No less than 2.5% of Referendum Funds shall continue to be appropriated to eligible employees in the BTU Education Support Professionals bargaining unit, accounting for increases or decreases for the Certified School Taxable Value, and their distribution shall be negotiated annually by the parties until the referendum sunsets or is extended via Board approval and community vote.

S. For the 2020-2021, 2021-2022, and 2022-2023 school years: No less than 2.5% Referendum Funds collected each Fiscal Year shall be designated for and distributed to eligible employees in the BTU Education Support Professionals bargaining unit. Such Referendum Funds shall be distributed as referendum supplements as negotiated by the parties.

Said referendum supplements shall be paid in equal installments per pay period of the Employee. Employees who separate from employment before the end of any of these fiscal years shall receive a pro rata portion of the referendum supplements commensurate with the portion of the year actually worked by the Employee.

The parties intend that these referendum supplements will be pensionable. No less than 2.5% of Referendum Funds collected shall continue to be

appropriated to eligible employees in the BTU Education Support Professionals bargaining unit, accounting for increases or decreases for the Certified School Taxable Value, and their distribution shall be negotiated annually by the parties until the referendum sunsets or is extended via Board approval and community vote.

It is understood by the parties that only the issue of the distribution shall be open in subsequent negotiations, not the amount of Referendum Funds appropriated.