

OSEA 5.16.22
Counter Initial proposal
10am

ARTICLE 25
COMPENSATION PROVISIONS

All eligible employees will be advanced a step on the salary schedule, effective July 1, ~~2022~~ ~~2020~~ and every year for the life of this contract. The salary schedule for ~~2022-2023~~ ~~2020-2021~~ will be contingent on the licensed **increased by a cost of living adjustment (COLA) of 12.5%. A retention bonus of \$2,800 will be paid to all bargaining unit members no later than the first payroll of the 2022-2023 school year or the first payroll after ratification of this agreement, whichever comes first.** The salary schedule for ~~2023-2024~~ ~~2021-2022~~ will be contingent on the licensed **increased by a cost of living adjustment (COLA) of 10.5%. A retention bonus of \$2800 will be paid to all bargaining unit members no later than the first payroll of the 2024-2025 school year. The Association and the district will reopen this Article to bargain COLAs and other compensation provisions for the 2025-2026 school year during the Spring of the preceding school year.**

Compensation schedules which apply to specific groups within the bargaining unit are available on the District website and by this reference are incorporated in this Agreement.

Bilingual Differential:

- a. **Individuals outside of the Multi-Lingual Department (MLD) who work in a position where use of a language other than English is a requirement of their job as well as employees who use a foreign language as a regular part of their duties shall receive a five percent (5%) differential.**