

OSEA 6.29.22 @ 7:15pm
Counter proposal

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 4% (3.5% + .5% from MOU) 12.5%. A one-time retention bonus of \$1250 \$1000 \$1500 \$500 \$2,800~~ will be paid to members in positions that will not receive a market adjustment beyond the COLA ~~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 4%. A one-time retention bonus of \$1500 will be paid to members in positions that have not received or been reviewed for a market adjustment beyond the COLA for the previous two years, 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 2024-2025 school year during the Spring of the preceding school year. *The District agrees to complete a market analysis for the rest of the bargaining unit prior to the financial reopener.*

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.~~

Bilingual Differential:

Employees whose job description does not require bi-lingual proficiency who have proficiency in English as well as a language spoken in the households of at least 5% of the student population in the district shall receive a differential in the amount of \$100.00 per month. Proficiency in a language other than English will be a measured by a District-determined assessment.

