

**BSD 6.29.22**  
**Counter proposal 8pm**

**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. The District agrees to complete a market analysis for those positions not impacted by the 2022-23 market adjustments 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.