

OSEA 6.29.22 @ 4:30pm
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 \$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.

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.