

PAEA to PAUSD 11-10-22

PAUSD to PAEA 11-14-22

PAUSD to PAEA 11-16-22

## ARTICLE VI Compensation & Benefits

### A. 2022-2023 Teachers' Salary

1. Salary Schedule Increase: The 2022-2023 Teachers' Salary Schedule shall reflect an ~~eight percent (8%)~~ **six and one half percent (6.5%)** increase over the 2021-2022 Employees' Salary Schedule, effective July 1, 2022.  
Appendix H (Certificated Special Salaries and Stipends, including Hourly, Adult Education) shall be increased by ~~eight percent (8%)~~ **six and one half percent (6.5%)** effective ~~July 1, 2022.~~ **as of the date of ratification of the tentative agreement.** ~~Adult Education teachers will also receive a retroactive increase effective July 1, 2022.~~
2. ~~If property tax actuals go above 4.7% in July 2023, 60% of the increase above 4.7% will be added to the salary schedule, effective retroactively to July 1, 2022.~~

### B. 2023-2024 Teachers' Salary

1. Salary Schedule Increase: The 2023-2024 Teachers' Salary Schedule shall reflect a ~~seven percent (7%)~~ **two percent (2%)** (increase over the 2022-2023 Employees' Salary Schedule, effective July 1, 2023).  
Appendix H (Certificated Special Salaries and Stipends, including Hourly, Adult Education) shall be increased by ~~seven percent (7%)~~ **two percent (2%)** effective July 1, 2023. ~~Adult Education teachers will also receive a retroactive increase effective July 1, 2023.~~
2. ~~If property tax actuals go above 2.25% in July 2024, 60% of the increase above 2.25% will be added to the salary schedule, effective retroactively to July 1, 2023.~~
2. **One-Time Payment: Employees shall receive a one-time, off the schedule payment equal to one percent (1%) of their earned salary as reflected on the 2023- 2024 salary schedule after the raise in section B (1) has been applied. This payment will be issued to unit members who are in active status as of May 1, 2024.**

**C. Benefits -** ~~The District and PAEA will continue negotiation discussions regarding the contract language for Benefits.~~ **will extend the MOU to cover the 2024 calendar year.**