

PAEA to PAUSD 11-10-22
PAUSD to PAEA 11-14-22
PAUSD to PAEA 11-16-22
PAEA to PAUSD 12-5-22
PAUSD to PAEA 12-5-22- 1 PM
PAEA to PAUSD 12-5-22 2 PM

ARTICLE VI
Compensation & Benefits

T.A.
JB. 12/5/22
Just Bailey 12/5/22

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%)~~ **seven percent (7%)** increase over the 2021-2022 Employees' Salary Schedule, effective July 1, 2022 for unit members employed by the district as of the date of ratification of the tentative agreement by both parties. Appendix H (Certificated Special Salaries and Stipends, including Hourly) shall be increased by seven percent (7%) effective prospectively from the date of ratification of this agreement by both parties. Adult Education hourly rates shall be increased by ~~eight percent (8%)~~ ~~six and one half percent (6.5%)~~ **seven percent (7%)** effective for hours worked from July 1, 2022 for unit members employed by the district as of the date of ratification of the tentative agreement by both parties. ~~as of the date of ratification of the tentative agreement by both parties.~~ Adult Education teachers will also receive a retroactive increase effective July 1, 2022. ~~Adult education teachers will receive the a retroactive increase as of the date of ratification of the tentative agreements and a one-time \$500 stipend.~~
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%)~~ ~~five percent (5%)~~ ~~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%)~~ ~~five percent (5%)~~ ~~two percent (2%)~~ effective July 1, 2023. Adult Education teachers will also receive a retroactive increase effective July 1, 2023. ~~Adult education teachers will receive the retroactive increase as of the date of ratification of the tentative agreements and a one-time \$500 stipend.~~
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%)~~ ~~two percent (2%)~~ ~~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 ~~employed by the District~~ in active status as of May 1, 2024.

B. 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.

~~The parties agree to look at Recommendation Writing in Appendix H.~~