

PAUSD to CSEA- 11-14-22- 4PM
CSEA to PAUSD- 11/16/22- 7:30 AM
PAUSD to CSEA- 11/28/22- 2:45 PM
CSEA to PAUSD- 11/28/22- 4:15 PM
PAUSD to CSEA-12/6/22-10:00 AM
CSEA to PAUSD 12/6/22 11:30 am
PAUSD to CSEA 12/6/22 12:50 p.m.
CSEA to PAUSD 12/6/22 1:11 p.m.
PAUSD to CSEA 12/6/22 1:30 p.m.
CSEA to PAUSD 12/6/22 1:48

Urbist
CSEA President 12/6/22
Chapter 301
[Signature] 12/6/22

[Signature]
Jose Garcia 12/6/22

TA. *[Signature]* 12/6/22

ARTICLE VI

Compensation and Benefits

- A. **2022-2023 Classified Salary Schedule Increase:** The 2022-2023 Classified Salary Schedules shall reflect a ~~five~~ ~~eight~~ ~~six~~ ~~seven~~ percent (~~5%~~ ~~(8%)~~ ~~(6%)~~ ~~(7%)~~) increase over the 2021-2022 Classified Salary Schedules, effective July 1, 2022. This increase shall apply to all bargaining unit members in a contracted position employed by the district as of the date of ratification of the tentative agreement **by both parties**. For timesheet work, this increase shall only apply to work performed after Board ratification of the Tentative Agreement.

~~Equity adjustment: \$1000 lump sum for every employee prorated based on months worked. (10 month FTE)~~

~~**One-Time Payment (2022-2023):** This one-time payment is available to all bargaining unit members who are employed in a contracted position as of May 1, 2023 or have retired during the 2022-2023 school year. The one-time, off the schedule payment shall be in the maximum amount of \$1,300 ~~\$1800~~ based on a full-time equivalent employee (pro-rated for part-time employees and employees who work less than a full work year assignment.) For purposes of this calculation, FTE shall be determined by contracted annual assignment.~~

~~**Contingency Formula:** In addition to the raise in section A (2022-2023 Classified Salary Schedule Increase) above, unit members shall receive an additional salary schedule increase retroactive to July 1, 2022 subject to the following conditions:~~

- ~~a. When 2022-2023 property tax revenues are finalized by the County Assessor in August 2023, if the calculated amount of the final total property tax exceeds ~~6%~~ ~~5.5%~~ by at least .1%, then ~~60%~~ ~~70%~~ of the excess shall be available for employee compensation on a pro-rata basis per bargaining unit in the form of an ongoing salary schedule increase.~~
- ~~b. The additional salary schedule increase (if any) shall be retroactive to July 1, 2022 and shall be made to all unit members who were employed in the district in the 2022-2023 school year and have continued in employment for the 2023-2024 school year.~~
- ~~c. Any disagreements regarding application and/or implementation of this Contingency Formula shall be resolved exclusively by referring the matter back to negotiations between the district and the association for this specific purpose.~~

~~**One-Time Payment (2022-2023):** This one-time payment is available to all bargaining unit members who are employed in a contracted position as of May 1, 2023 or have retired~~

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during the 2022-2023 school year. The one-time, off-the-schedule payment shall be in the amount of \$1650 per employee (pro-rated for employees who work less than a full-year assignment).

Contingency Formula: In addition to the raise in section A (2022-2023 Classified Salary Schedule Increase) above, unit members shall receive an additional salary schedule increase retroactive to July 1, 2022 subject to the following conditions:

- a. When 2022-2023 property tax revenues are finalized by the County Assessor in August 2023, if the calculated amount of the final total property tax exceeds December 2022 Property Tax Rolls by at least .1%, then 60% of the excess shall be available for employee compensation in the form of an ongoing salary schedule increase.
- b. The additional salary schedule increase (if any) shall be retroactive to July 1, 2022 and shall be made to all unit members who were employed in the district in the 2022-2023 school year and have continued in employment for the 2023-2024 school year.
- c. Any disagreements regarding application and/or implementation of this Contingency Formula shall be resolved exclusively by referring the matter back to negotiations between the district and the association for this specific purpose.

B. 2023-2024 Classified Salary Schedule Increase: The 2023-2024 Classified Salary Schedules shall reflect a three ~~six~~ ~~two~~ ~~three~~ ~~two~~ percent (3%) ~~(6%)~~ ~~(2%)~~ ~~(3%)~~ ~~(2%)~~ increase over the 2022-2023 Classified Salary Schedules, effective July 1, 2023. This increase shall apply to all bargaining unit members in a contracted position employed by the District in 2023-24.

One-Time Payment (2023-2024): Equity adjustment: \$1000 \$2500 This one-time payment of \$1000 ~~\$2500~~ **\$1000** is available to bargaining unit members who are employed in a contracted position as of May 1, 2024. This payment is for employees **lump sum for every employee** who have worked 10 or more months in the 2023-2024 school year (prorated for employees working less than 10 months). This one-time payment is not based on hours worked or FTE equivalent. **prorated based on months worked. (10-month FTE)**

Me Too Clause 2023-2024: If PAEA and PAUSD reach a negotiated agreement of compensation for anything higher than 2% on-schedule and the \$1000 off-schedule payment (2% equivalent), the District shall increase the total compensation for contracted

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CSEA unit members by the same percentage for on-schedule and a \$500 equivalent for each 1% of off schedule amount.

One-Time Payment (2023-2024): This one-time payment is available to bargaining unit members who are employed in a contracted position as of May 1, 2024 or have retired during the 2023-2024 school year. The one-time, off the schedule payment shall be in the maximum amount of \$2,000 ~~one percent (1%)~~ ~~\$1800 one percent (1%) per employee (pro-rated for employees who work less than a full-year assignment).~~

Contingency Formula: In addition to the raise in section A (2022-2023 Classified Salary Schedule Increase) above, unit members shall receive an additional salary schedule increase retroactive to July 1, 2022 subject to the following conditions:

- a. ~~When 2022-2023 property tax revenues are finalized by the County Assessor in August 2023, if the calculated amount of the final total property tax exceeds 5.5% by at least .1%, then 70% of the excess shall be available for employee compensation on a pro-rata basis per bargaining unit in the form of an ongoing salary schedule increase.~~
- b. ~~The additional salary schedule increase (if any) shall be retroactive to July 1, 2022 and shall be made to all unit members who were employed in the district in the 2022-2023 school year and have continued in employment for the 2023-2024 school year.~~

~~Any disagreements regarding application and/or implementation of this Contingency Formula shall be resolved exclusively by referring the matter back to negotiations between the district and the association for this specific purpose.~~

Contingency Formula: In addition to the raise in section B (2023-2024 Classified Salary Schedule Increase) above, unit members shall receive an additional salary schedule increase retroactive to July 1, 2023 subject to the following conditions:

- a. ~~When 2023-2024 property tax revenues are finalized by the County Assessor in August 2024, if the calculated amount of the final total property tax exceeds December 2023 Property Tax Rolls by at least .1%, then 60% of the excess shall be available for employee compensation in the form of an ongoing salary schedule increase.~~
- b. ~~The additional salary schedule increase (if any) shall be retroactive to July 1, 2023 and shall be made to all unit members who were employed in the district in the 2023-2024 school year and have continued in employment for the 2024-2025 school year.~~

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~~e. Any disagreements regarding application and/or implementation of this Contingency Formula shall be resolved exclusively by referring the matter back to negotiations between the district and the association for this specific purpose.~~

~~Contingency Formula: In addition to the raise in section B (2023-2024 Classified Salary Schedule Increase) above, unit members shall receive an additional salary schedule increase retroactive to July 1, 2023 subject to the following conditions:~~

- ~~a. When 2023-2024 property tax revenues are finalized by the County Assessor in August 2024, if the calculated amount of the final total property tax exceeds 2.25% by at least .1%, then 60% of the excess shall be available for employee compensation in the form of an ongoing salary schedule increase.~~
- ~~b. The additional salary schedule increase (if any) shall be retroactive to July 1, 2023 and shall be made to all unit members who were employed in the district in the 2023-2024 school year and have continued in employment for the 2024-2025 school year.~~
- ~~c. Any disagreements regarding application and/or implementation of this Contingency Formula shall be resolved exclusively by referring the matter back to negotiations between the district and the association for this specific purpose.~~

~~Contingency Formula: In addition to the raise in section B (2023-2024 Classified Salary Schedule Increase) above, unit members shall receive an additional salary schedule increase retroactive to July 1, 2023 subject to the following conditions:~~

- ~~d. When 2023-2024 property tax revenues are finalized by the County Assessor in August 2024, if the calculated amount of the final total property tax exceeds 4.6 % by at least .1%, then 60% of the excess shall be available for employee compensation in the form of an ongoing salary schedule increase.~~
- ~~e. The additional salary schedule increase (if any) shall be retroactive to July 1, 2023 and shall be made to all unit members who were employed in the district in the 2023-2024 school year and have continued in employment for the 2024-2025 school year.~~
- ~~f. Any disagreements regarding application and/or implementation of this Contingency Formula shall be resolved exclusively by referring the matter back to negotiations between the district and the association for this specific purpose.~~

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