

## BSD Initial Proposal

6.6.24 12:00pm

### ARTICLE 25: COMPENSATION PROVISIONS

All eligible employees will be advanced a step on the salary schedule, effective July 1, 2022 and every year for the life of this contract. The salary schedule for 2022-2023 will be increased by a cost of living adjustment (COLA) of 4% (3.5% + .5% from MOU). A one-time retention bonus of \$1250 will be paid to members in positions that will not receive a market adjustment beyond the COLA. The salary schedule for 2023-2024 will be increased by a cost of living adjustment (COLA) of 4%. The Association and the district ~~will reopene~~d this Article to bargain COLAs and other compensation provisions for the 2024-2025 school year during the Spring of 2024. ~~the preceding school year~~ The District ~~agrees to complete~~d a market analysis for those positions not impacted by the 2022-23 market adjustments prior to the financial reopener. **The salary schedule for 2024-2025 will be increased by 3%, which will include a cost of living adjustment (COLA) and salary adjustments to specific positions.**

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:**

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.