

OSEA counterproposal 8.28.24

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 reopen this Article to bargain COLAs and other compensation provisions for the 2024-2025 school year during the Spring of the preceding school year. The District agrees to complete a market analysis for those positions not impacted by the 2022-23 market adjustments prior to the financial reopener.~~

The salary schedule for 2024-25 will be increased by a cost of living adjustment (COLA) of 14% 11% 10% 8% 6.5% effective July 1, 2024.

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 bilingual 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 measured by a District-determined assessment.

Swing/Night Shift Differential:

Employees whose regular scheduled work hours occur between 6 p.m. and 6 a.m. shall receive a differential in the amount of \$1.50 \$1.25 an hour during that 6 p.m. to 6 am. timeframe.