

## **BSD Proposal**

**8.28.24 3:00pm**

### **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 reopen~~ed 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 3.75%.

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.

#### **Swing/Night Shift Differential:**

Employees shall receive a differential in the amount of \$0.50 an hour for regularly scheduled work hours that occur between 6:00 p.m. and 6:00 a.m.