

**BSD Proposal - Packaged with 9.12.24 Article 24 and 9.12.24 Reclassification
9.12.24, 1 p.m.**

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 salary schedule for 2024-2025 will be increased by 4.75% for a cost of living adjustment, effective July 1, 2024.**

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. **Positions agreed upon for salary schedule reclassification will be adjusted effective July 1, 2024.**

The cost of living increase and salary schedule reclassifications will be reflected in employee paychecks starting in November. For bargaining unit members employed as of November 1, 2024, who worked between July 1 and November 1, 2024, retroactive adjustments for the cost of living increase and salary schedule reclassifications will be paid by November 30, 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 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:

Effective November 1, 2024, employees shall receive a differential in the amount of \$1.00 per hour for regularly scheduled work hours that occur between 6:00 p.m. and 6:00 a.m.