

## ARTICLE 25: COMPENSATION PROVISIONS

All eligible employees will be advanced a step on the salary schedule, effective July 1, ~~2022~~ 2025 and every year for the life of this contract.

The salary schedule for 2025-2026 will be increased by a cost of living adjustment (COLA) of four and three quarters percent (4.75%). The salary schedule for 2026-2027 will be increased by a cost of living adjustment of five percent (5.0 %). The salary schedule for 2027-2028 will be increased by a cost of living adjustment of two percent (2.0 %). A financial reopener will begin in the fall of 2026 for the 2027-2028 year.

~~The Association and the district reopened this Article to bargain COLAs and other compensation provisions for the 2024-2025 school year during the spring of 2024. The salary schedule for 2024-2025 will be increased by 4.75% for a cost of living adjustment, effective July 1, 2024.~~

~~The District completed 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 ratification and board approval, 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 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 of \$100 per month. Proficiency in a language other than English will be measured by a District-determined assessment.

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

Effective as of ratification and board approval, 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.