

District Proposal 9/16/2022  
SEIU Counter 10/20/2022  
District Counter 10/28/2022  
SEIU Counter 11/10/2022  
District Counter 12/9/2022  
SEIU Counter - None  
District Counter 12/20/2022

## **SALARIES**

### **I. 2021-2022:**

#### **Salary Increase:**

Effective July 1, 2021, all SEIU bargaining unit members shall receive a 5% on-schedule wage increase applied to all pay scale groups and levels of the base salary tables.

### **II. 2022-2023:**

#### **A. Salary Increase:**

Effective July 1, 2022, all SEIU bargaining unit members shall receive a 5% on-schedule wage increase or a \$1.50/hour wage increase, whichever is greater, applied to all pay scale groups and levels of the base salary tables.

#### **B. Retention Bonus (Lump-Sum)**

All SEIU bargaining unit members shall receive a Retention Bonus in accordance with the eligibility below:

1. At the end of the Fall semester of 2022, employees shall receive 4% of their regular straight time earnings during the 2022 Fall semester as a one-time bonus. This bonus shall be paid within 90 days following the conclusion of the 2022 Fall Semester. Employees must be in active/inactive status on December 1, 2022 to receive the first semester bonus.
2. At the end of the Spring semester of 2023, employees shall receive 4% of their regular straight time earnings during the 2023 Spring semester as a one-time bonus. This bonus shall be paid within 90 days following the conclusion of the 2023 Spring Semester. Employees must be in active/inactive status on June 1, 2023 to receive the second semester bonus.

#### **C. Special Education Assistant Classifications Hourly Increase**

1. Effective the first of the month following ratification and final approval by the Board of Education:
2. All bargaining unit members in the classifications listed in #3 below shall have an additional \$2.00/hour added to each salary step.
3. The classifications are:
  - i. Special Education Assistant - (Class Code 4571)
  - ii. Special Education Assistant (Male) – (Class Code 4566)
  - iii. Special Education Trainee – (Class Code 4574)
  - iv. Special Education Trainee (Male) – (Class Code 4562)
  - v. Special Education Assistant (Deaf and Hard-of-Hearing) – (Class Code 4578)
4. The parties acknowledge that the current BII stipend will sunset June 30, 2023.

### III. 2023-2024

#### A. Salary Increase:

Effective July 1, 2023, all SEIU bargaining unit members shall receive a 5% on-schedule wage increase or a \$1.50/hour wage increase, whichever is greater, applied to all pay scale groups and levels of the base salary tables.

#### B. Retention Bonus (Lump-Sum)

All SEIU bargaining unit members shall receive a Retention Bonus in accordance with the eligibility below:

1. At the end of the Fall semester of 2023, employees shall receive 5% of their regular straight time earnings during the 2023 Fall semester as a one-time bonus. This bonus shall be paid within 90 days following the conclusion of the 2023 Fall Semester. Employees must be in active/inactive status on December 1, 2023 to receive the first semester bonus.
2. At the end of the Spring semester of 2024, employees shall receive 5% of their regular straight time earnings during the 2024 Spring semester as a one-time bonus. This bonus shall be paid within 90 days following the conclusion of the 2024 Spring Semester. Employees must be in active/inactive status on June 1, 2024 to receive the second semester bonus.