

ARTICLE 19

Compensation

19.1 All employees covered by this agreement shall be paid in accordance with job classification and recognized experience from the wage schedules included in this agreement. Increases are not automatic but will be determined through negotiations. For the 2023~~4~~ – 2024~~5~~ school year all employees ~~who received ratings of "Effective" or "Highly Effective" on the previous year's evaluation and who are actively employed on the date of the 2023~~4~~-2024~~5~~ contract ratification will receive a raise in the following manner~~ **of 20% plus 1% for each year of credited experience.** Such raise will be retroactive to July 1, 2023~~4~~.

Proposal from BESPA for Ongoing Salary Dialogue

On behalf of the Bay Educational Support Personnel Association (BESPA), we respectfully submit this proposal to establish a structured and collaborative process focused on compensation discussions with Bay District Schools. In light of the Evergreen Study findings and ongoing priorities to ensure fair and competitive wages for all staff, BESPA seeks to shape compensation strategies moving forward.

Proposal Components:

- 1. Quarterly Compensation Review Meetings: BESPA proposes that representatives from BESPA and Bay District Schools meet at least every quarter to review and discuss salary-related matters. These meetings would foster open communication, allowing both parties to provide insights, voice concerns, and review key financial and compensation updates.**
- 2. Evergreen Study Insights Sessions: BESPA requests the opportunity to participate in dedicated sessions to review and discuss the findings of the Evergreen Study. This collaboration would help clarify the study's recommendations and implications, facilitating a more profound understanding for all stakeholders.**

3. **Collaborative Data Sharing: BESPA proposes collecting and reviewing relevant data concerning salary adjustments, budget impacts, and comparative compensation across similar districts. This approach would ensure that all decisions are informed by accurate and comprehensive information.**
4. **Employee Feedback Integration: BESPA recommends establishing a mechanism to gather feedback from employees regarding salary matters. This could involve regular surveys or open forums, creating a channel for direct employee input to be considered in compensation discussions.**

Our goal with this proposal is to foster an ongoing dialogue and transparent decision-making process regarding compensation. BESPA believes that our collective commitment to this collaborative approach will ultimately benefit all students, employees, and our wider community.

TA'D on _____

_____ Josh Balkom, BDS Chief Negotiator

_____ Carol Croon, BESPA President

_____ Michael Petty, MSSU Executive Director