

District Proposal #6
BESPA Counter #1
District Counter #1
October 30, 2023

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 ~~2022-2022~~ **2023 - 2024** 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 2023-2024 contract ratification** ~~on or after July 01, 2022~~ will receive an hourly increase **a raise** in the following manner. Such raise will be retroactive to July 1, ~~2022~~ **2023**.

For the first \$15 in wages, that portion of the hourly wage will be increased by ~~7%~~ **4%**

For the next \$5 in wages, that portion of the hourly wage will be increased by ~~8%~~ **3%**

For the next \$5 in wages, that portion of the hourly wage will be increased by ~~3%~~ **2%**

~~For the next \$5 in wages, that portion of the hourly wage will be increased by 2%~~

For any remaining wage, that portion of the hourly wage will be increased by 1%

Examples:

An employee currently making ~~\$13~~**15**/hr would be increased to ~~\$13.91~~ **\$15.60**

An employee currently making \$17/hr would be increased to ~~\$18.15~~ **\$17.66**

An employee currently making \$22/hr would be increased to ~~\$23.36~~ **\$22.79**

~~After the raise is implemented, any employee that still has an hourly wage that is below \$15/hr will automatically be increased to \$15/hr.~~

~~On July 1, 2022, all rates on the support placement schedule will be increased by 4.0%. All rates below \$15 will also be increased to \$15.~~

Deleted language is identified with a ~~strikethrough~~.

New language is identified in **boldface and is underlined**.