

BDS Proposal #6
BESPA Counterproposal #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 are actively employed on the date of the 2023-2024 contract ratification ~~on or after July 01, 2022~~ will receive an hourly increase 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%~~ **5%**

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**\$15.75**

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.~~

2023-2024 District Bonus Offer:

- **The District will give a \$500 one-time bonus to each full-time support staff member that is employed on the 2023-2024 date of ratification.**
- **Each part-time support staff member that is employed on the 2023-2024 date of ratification will receive a half-share of the correlating bonus detailed above.**

Note: An employee can only qualify for one of the bonuses listed above. Bonus amount is actual bonus. The District is taking care of the employer tax on bonuses. The employee's portion of the taxes will be deducted before distribution.

TA'D on _____

Josh Balkom, BDS Chief Negotiator

Michael Petty, MSSU Executive Director