

## ARTICLE 10

### COMPENSATION

#### Section 1 – Salary.

Retroactive to July 1, 2022, both parties have come to an agreement on a new minimum wage of \$15.00 per hour and a 6% increase to the classified and CCP pay scale steps not impacted by the minimum wage adjustment (See Appendix A). All employees will receive a minimum of a 6% increase in their hourly wage.

~~Retroactive to July 1, 2021, current employees hired before Jan 1, 2021, and are not affected by the new minimum wage of \$10.00 per hour will receive a one salary step increase. Employees on index 18 receive a one-time bonus of 3 ½ (three and a half) percent.~~

~~Employees hired after Jan 1, 2021, in paygrade CB03 index 0 through 3, CB04 index 0 through 2, CB05 index 0 through 1, and CB06 index 0 will remain in their current index. These indexes will all meet the new minimum wage of \$10.00 an hour.~~

~~Employees hired before January 1, 2021, in paygrade CB03 index 3, CB04 index 2, CB05 index 1, and CB06 index 0 will receive a one salary step increase.~~

#### Critical Shortage MOU

- Bus Drivers and Teacher Assistants will receive a critical shortage bonus.
- Bus Drivers will receive a \$500.00 bonus following the conclusion of the first semester of the student school year and an additional \$500.00 bonus at the conclusion of the second semester of the student school year. The amounts will be prorated based on the days and hours and individual serves in their assignment.
- Teacher assistants assigned to work in intensive support classrooms will receive a \$500.00 bonus following the conclusion of the first semester of the student school year and an additional \$500.00 bonus at the conclusion of the second semester of the student school year. The amounts will be prorated based on the days and hours an individual serves in that assignment.

## ARTICLE 11

### INSURANCE

#### Section 1 – Health Insurance.

Effective September 1, ~~2021~~ 2022, employees will not experience an increase in premium, or reduced benefits due to plan design adjustments for classified employees, for the ~~2021-2022~~ 2022-2023 plan year unless the employee selected a plan with a higher premium during open enrollment or following a qualifying life event.

No changes to Articles 18 or 22