

ARTICLE 10 COMPENSATION

Section 1 – Salary.

Retroactive to July 1, 2023, both parties have come to an agreement on compensation increases for current employees, and the restructuring and reorganization of the current pay tables.

The “SEIU Pay Table” will now become and be referenced as the “Traditional Pay Table”. The CCP Pay Table will be eliminated and become part of the newly created “Specialized Pay Table”. Select positions have been moved to designated lanes on the specialized pay table.

Current employees were moved to the specialized pay table as prescribed below.

1. Apply a 3% increase to the present hourly rate
2. Assign the closest hourly rate greater than or equal to the new calculated hourly rate based on lane assignment.
3. Identify the index on the assigned lane.
4. Employees at the maximum index on their pay scale will receive a one-time bonus of 3%.

Employees moving over to the specialized pay table will not receive less than an overall 3% increase to their current hourly rate.

Employees currently on index five or above on the traditional pay table will not move below index five on the specialized pay table.

Employees who remained on the traditional pay scale were increased by one index.

Employees at the pay rate of \$15.00 per hour after the index increase will receive a one-time bonus of 1% based on their calculated contract. as prescribed below.

1. Greater than or equal to fifteen (15) years from current position start date receives \$500.00.
2. Greater than or equal to five (5) years and less than fifteen (15) years from current position start date receives \$250.00.
3. Less than five (5) years from current position start date receives \$100.00.

Employees at the maximum index on their pay scale will receive a one-time bonus of 3%.

~~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.~~

- A. Nothing set out in the foregoing provisions is intended to nor shall it cause a decrease in the salary currently being paid to any employee.
- B. In no event will the application of the provisions of this article cause an employee's base rate of pay to exceed the maximum of the rate range for the grade to which his job classification is assigned.
- C. All newly hired employees without relevant experience, training or education will be brought into the system at the minimum of the Pay Grade applicable to their job classification. Beginning July 1, 2014, newly hired employees with one (1) to three (3) years of relevant experience will be placed at index 1. Newly hired employees with greater than three (3) to five (5) years of relevant experience will be placed at index 2. Newly hired employees with greater than five (5) to seven (7) years of relevant experience will be placed at index 3. Beginning January 1, 2015 newly hired employees with greater than seven (7) to nine (9) years will be placed at index 4 and those with greater than nine (9) years of experience will be placed at index 5. Beginning January 1, 2020, newly hired Sign Language Interpreters will be credited for relevant years of experience up to ten (10) years and placed at the corresponding index. For the purpose of calculating such credit, one (1) day more than one-half (1/2) of the employee's contract year shall be defined as one (1) year's credit for relevant work experience.

If an employee transfers to a different SEIU bargaining position during the first 3 years of employment, s/he will be given 3 months to provide documentation of prior relevant experience for the new position. Credit for the prior experience will be given for salary purposes on the same basis as for new employees. The salary will be increased if it places the employee above the current index level for the new position.

Experience shall be verified in writing on letterhead or a notarized affidavit by the employee's previous employers. Written verification must be submitted to Human Resources within the first six (6) months of employment in the School District for adjustments in pay to be retroactive. Verified work experience provided after the first six (6) months of employment will be accepted, however, adjustments in pay will not be retroactive. It is the employee's responsibility to obtain the written verification and to submit the original document(s). It is Human Resources' responsibility to time/date stamp verification and supply a copy to the employee.

Agreement 8.25.23

For the Board

Kim Cronin 8-28-23

For SEIU