

9/29/22
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ESD4J/OSEA 2022 Bargaining

District's 9/29/22 Package Counter Proposal

Article 1; 3; 13; and 18: – See District's 9/16/22 Proposal

Article 17 – See District's 9/16/22 Proposal. Please note due to timing, the 2022-2023 increase will be deposited in the insurance reserve; JBC may use additional funds to decrease future rates.

Article 19 – See District's 9/16/22 Proposal; except reduce amount of annual bilingual stipend to \$750.

Article 20 – See District's 9/16/22 Proposal; except postpone stipend sunset dates for 3 years

Appendix A –

See 9/26/22 proposal except as follows:

1. Upon ratification:
 - a. Apply 5% across the board COLA.
 - b. After applying COLA, move anyone under \$18.00/hr to the next step on salary scale of at least \$18.00/hr.
 - c. "X out" steps on the salary schedule less than \$18.00/hr.
 - d. Eliminate Grades 4 and 5.
2. July 1, 2023: 4% COLA
3. July 1, 2024: 4% COLA