

ESD4J/OSEA – 2022 Bargaining

District's 10/27/22 Package Proposal ~7:15 pm

The District restates its proposal from 10/27/22 at approximately 12:00 except as follows:

APPENDIX A COMPENSATION SCHEDULES AND REPOPENER

Pay Schedules and Cost of Living Adjustments:

~~The following pay schedules describe the pay rates for all bargaining unit members during the term of this agreement.~~

The District pays the 6% employee contribution to PERS in addition to the salaries described in the pay schedules.

Unless otherwise specified on the following pay schedules the percent increase between Steps 1-9 is two and one-half percent (2.5%); and the percent increase between Step 9-10 is three percent (3%).

Effective July 1, 2021, a cost of living increase of two percent (2.0%) shall be applied to the classified salary schedule; provided, however, said increase shall not apply to summer seasonal positions during the summer 2021.

The following pay schedules describe the pay rates for all bargaining unit members during the term of this agreement.

The following provisions describe the wage increases from the salary schedule effective July 1, 2022 that are reflected in the following pay schedules.

Effective July 1, 2022, the District will provide employees an increase to their current hourly wage rate in the amount of twelve percent (12%). All current employees in Grade 6-18 will receive a step increase subject to the provisions below. After application of the twelve percent (12%) COLA, any employee whose current grade and step is blank on the wage scale will be placed on the next step on the wage scale (but they will not receive a step increase). —After application of the twelve percent (12%) COLA, employees in Grades 4 or 5 will be placed at the step in Grade 6 with a higher wage rate (but they will not receive a step increase).

Effective July 1, 2023, all employees will receive a cost-of-living increase to their current hourly rate of six percent (6%).

Effective July 1, 2024, all employees will receive a cost-of-living increase to their current hourly rate of four percent (4%).

~~On a one-time, non-precedent setting basis, all classified employees employed by the district on the date this Agreement is ratified by members will earn one thousand dollars for that week. Payment will be made in the September 2021 payroll.~~

~~Grades 1—3 will be deleted from salary schedule. The FSA 1 classification will be placed on grade 4. During 2021-22, either party may demand to bargain the pay grades for the following classifications: custodians, custodial maintenance coordinator I, and lead custodians; bargaining shall be on an expedited basis.~~

[SEE SEPARATE DOCUMENT FOR PROPOSED WAGE SCALES]