

10/27/22 4:15 PM

OSEA Counter 10.27.22

1. Accept all District language except remove the asterisk from MLK Day on Page 11 (we believe to accomplish meeting of the minds on our mutually agreed holiday proposals)
2. Counter Appendix A and Salary Schedules (attached)

**APPENDIX A
COMPENSATION SCHEDULES AND REPOPENER**

Pay Schedules and Cost of Living Adjustments:

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, 2022, the following pay schedules describe the pay rates for all bargaining unit members during the term of this agreement. **Employees who are currently placed in Grades 6-18 whose current rate on any grade is below \$18.00 per hour will be placed at the first step on their current grade that will give them a higher wage rate. Employees who are currently on Grades 4 or 5 will be placed at the step in Grade 6 with a higher wage rate.**

~~The following provisions describe the wage increases from the salary schedule effective July 1, 2022 that are reflected in the following pay schedules. Effective upon ratification, the District will provide employees an increase to their current hourly wage rate in the amount of twelve percent (12%). After application of this increase, any employee whose current grade and step is blank on the wage scale will be placed on the next step on the wage scale. Employees currently in Grades 4 or 5 will be placed at the step in Grade 6 with a higher wage rate.~~

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%).

[SEE SEPARATE DOCUMENT FOR PROPOSED WAGE SCALES]