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EMAILED

SEIU Initial Proposal 2/19/2025
District Counter 6/6/2025
District Amended Counter 9/11/2025 3:23 pm
Union Counter 9/11/2025 3:43 pm
Union Counter 9/30/2025
District Counter 10/22/2025
District Amended Counter 12/01/2025
District Amended Counter 12-15-2025 (Corrected)

COMPENSATION

1. Effective July 1, 2024, all SEIU bargaining unit members in Units B, C, F and G shall receive a 3% on-schedule wage increase applied to all pay scale groups and levels of the base salary table.

All SEIU bargaining unit members in Units B, C, F and G in active employed status as of the date of adoption of this agreement by the board of education shall receive a one-time, off-schedule lump-sum payment equal to 2% of the employee's base salary earned during the 2024-25 year.

2. Effective July 1, 2025, all SEIU bargaining unit members in Units B, C, F and G shall receive a 3% on-schedule wage increase applied to all pay scale groups and levels of the base salary table.

All SEIU bargaining unit members in Units B, C, F and G in active employed status on June 30, 2026 shall receive a one-time, off-schedule lump-sum payment equal to 2% of the employee's base salary earned during the 2025-26 year.

3. Effective July 1, 2026, all SEIU bargaining unit members in Units B, C, F and G shall receive a 2% on-schedule wage increase applied to all pay scale groups and levels of the base salary table.

All SEIU bargaining unit members in Units B, C, F and G in active employed status on June 30, 2027 shall receive a one-time, off-schedule lump-sum payment equal to 2% of the employee's base salary earned during the 2026-27 year.

The District and SEIU acknowledge their shared interest in maintaining a competitive, sustainable salary structure that supports employee recruitment, retention, and fiscal responsibility. Accordingly, the parties agree to negotiate in good faith to identify, evaluate, and mutually determine appropriate economic and fiscal indicators ("economic triggers") that may inform the conversion of the 2% one-time lump sum payment into an on schedule ongoing salary increase starting the 2026-27. This shall include the joint review of relevant economic, financial, and budgetary information, which may include but is not limited to: revenue trends, cost-of-living indices, state and federal funding levels, enrollment projections, reserves, and other mutually agreed-upon fiscal metrics.

The District will make every effort to pay all negotiated increases, including retroactive increases and bonuses, if applicable, as soon as possible following adoption by the Board of Education.