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**UNIT F - ARTICLE III  
UNION RIGHTS**

**1.0 – 8.0 – District Proposes Current Contract Language**

**UNIT F - ARTICLE XIV  
WAGES, SALARIES AND DIFFERENTIALS**

**1.0 – 1.1 – Parties Proposed No Changes**

2.0 Language Differentials: An employee who meets the qualifications set forth below shall receive one of the following differentials. An employee shall be eligible for only one such differential, and it shall be the highest amount for which the employee qualifies pursuant to this Section and Section 2.1.

a. Basic Bilingual Proficiency, as demonstrated by passing the bilingual proficiency examination administered by the Personnel Commission: ~~\$.2875~~ \$1.00 per hour;

~~b. "A" Level Bilingual Proficiency, as demonstrated by passing the bilingual proficiency examination administered by the certificated Personnel Division: \$.75 per hour;~~

c. Level II Sign Language Proficiency, as demonstrated by passing the Level II sign language test administered by the Personnel Commission: ~~\$.175~~ \$.50 per hour.

d. Level I Sign Language Proficiency, as demonstrated by passing the Level I sign language test administered by the Personnel Commission: ~~\$.2875~~ \$1.00 per hour;

2.1 Applicable qualifications for any of the above differentials are as follows:

~~a. Only employees on the "Degree Track" as described in Article VIII shall be eligible for the differential described under 2.0(b) above.~~

ba. Required certification from the appropriate ~~Local District Region~~ Superintendent/Division or Branch Head that in addition to regular duties, the employee is required routinely to speak, interpret and write a specific non-English language, or communicate fluently in sign language. If such certification is withdrawn due to the language skill no longer being required, the differential shall no longer be payable.

eb. An approved differential shall become effective on the first day of the pay period following completion of provisions in Sections 2.0 and 2.1, above and shall

continue during paid absences, provided, however, an appointing authority may certify that a previously approved differential may continue uninterrupted for employees who are reassigned, transferred or promoted to another position requiring the same language skills. The effective date shall be communicated in writing to the affected employee as soon as practicable following completion of the certification procedure(s).

**AGREED 9/11/2025**

### **3.0 – Parties Proposed No Changes**

#### 4.0 Payroll Errors:

4.1 Off-Cycle Pay Warrant: An permanent regular employee who does not receive a scheduled pay warrant or receives an underpayment because of problems involving assignment, time reporting, payroll processing, may request an Off-Cycle Pay Warrant for hours reported and approved by the employee’s work location. The request will be processed and a warrant will be mailed ~~made available for pick-up~~ within three (3) work days unless the employee has requested ~~requests~~ that the warrant is made available for pick up. ~~be mailed.~~ ~~In circumstances where the employee received no warrant at all or a substantial underpayment of at least 50% of their normal net pay, the employee may request that an Off-Cycle Pay Warrant be made available for pick-up within one (1) work day unless employee requests that the warrant be mailed.~~

### **4.1a – c – 5.0 – Parties Proposed No Changes**