

Union Initial Proposal – 11/1/2025 (Section 6.0)
Union Amended Counter – 2/19/2025 (Compensation, Sections 4.2, 4.3)
District Counter – 6/6/2025 (Compensation)
District Amended Counter – 6/27/2025 (Sections 4.2, 4.3, 6.0, 12.1, 13.1, 13.4)

323
PM

Unit B
ARTICLE XIII

WAGES AND SALARIES, PAY ALLOWANCES, DIFFERENTIALS
AND CERTAIN SALARY PRACTICES

1.0 – 3.6 – No Change

4.0 Language Differential:

4.0 – 4.1 – No Change

4.2 Eligible full-time employees shall be paid at the rate of ~~\$.2875~~ \$1.00 per hour if required to speak, read, and write a non-English language, or equivalent to ~~\$.175~~ \$.50 per hour if only required to converse in a non-English language.

4.3 Eligible full-time employees who have passed the District sign language test at Level I shall be paid at the rate of ~~\$.2875~~ \$1.00 per hour if required to converse in sign language. Eligible full-time employees who have passed the District sign language test at Level II shall be paid at the rate of ~~\$.175~~ \$.50 per hour if required to converse in sign language.

4.4 – 5.4 No change

6.0 Special Education Assistant Differential: For Special Education Assistants assigned to provide additional behavioral intervention support duties to a specific student(s) through the IEP process (as defined by the District), a 5.5% differential will be provided during the period of the assignment.

CCL

7.0 – 11.0 – No Change

12.0 Payroll Errors:

12.1 Off-Cycle Pay Warrant: A permanent regular employee who does not receive a scheduled pay warrant or receives an underpayment because of problems involving assignment, time reporting, or 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 (3) work days unless employee has previously 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 fifty percent (50%) of their normal net pay, the employee may request that an Off Cycle Pay Warrant be made~~

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~~available for pick-up within one (1) work day unless employee requests that the warrant be mailed.~~

12.1 a – c – No Change

12.2 – No Change

13.0 Longevity Increment: All unit members who have completed the required years of district service as defined below, shall be eligible to receive a longevity increment.

13.1 The longevity increment shall become effective on ~~the first day of the second Special School Month~~ July 1st following completion of the qualifying number of years of service.

13.2 A "year of service" for the purpose of the longevity increment shall be defined as paid service in regular status for 130 days or more within the fiscal year, including time served in probationary or permanent certificated service; however, total assignment hours annually shall not exceed 2080 hours for years of service credit.

13.3 The longevity increment shall be part of the employee's basic wage of the purpose of computing overtime but shall not affect salary allocation upon promotion or reclassification to a higher class. Employees paid less than eight (8) hours per day shall receive a proportionate amount of the applicable increment.

13.4 The longevity increment schedule for years of qualifying District service shall be:

~~\$.15625~~ \$.31250 per hour after 10 years
~~\$.18750~~ \$.37500 per hour after 15 years
~~\$.21875~~ \$.43750 per hour after 20 years
~~\$.25000~~ \$.50000 per hour after 25 years
~~\$.28125~~ \$.56250 per hour after 30 years

14.0 – No Change