

PAEA to PAUSD 11-10-22  
PAUSD to PAEA 11-14-22  
PAUSD to PAEA 11-16-22  
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## ARTICLE VI Compensation & Benefits

### A. 2022-2023 Teachers' Salary

1. Salary Schedule Increase: The 2022-2023 Teachers' Salary Schedule shall reflect an ~~eight percent (8%)~~ ~~six and one half percent (6.5%)~~ **seven percent (7%)** increase over the 2021-2022 Employees' Salary Schedule, effective July 1, 2022 **for unit members employed by the district as of the date of ratification of the tentative agreement by both parties.**

Appendix H (Certificated Special Salaries and Stipends, including Hourly) shall be increased by **seven percent (7%)** effective prospectively from the date of ratification of this agreement by both parties. Adult Education) **hourly rates** shall be increased by ~~eight percent (8%)~~ ~~six and one half percent (6.5%)~~ **seven percent (7%)** effective for hours worked from July 1, 2022 for unit members employed by the district as of the date of ratification of the tentative agreement by both parties.~~as of the date of ratification of the tentative agreement by both parties.~~ **Adult Education teachers will also receive a retroactive increase effective July 1, 2022. Adult education teachers will receive the a retroactive increase as of the date of ratification of the tentative agreements and a one-time \$500 stipend.**

2. If property tax actuals go above 4.7% in July 2023, 60% of the increase above 4.7% will be added to the salary schedule, effective retroactively to July 1, 2022.

### B. 2023-2024 Teachers' Salary

1. Salary Schedule Increase: The ~~2023-2024 Teachers' Salary Schedule~~ shall reflect a ~~seven percent (7%)~~ ~~two percent (2%)~~ ~~five percent (5%)~~ ~~two percent (2%)~~ (increase over the ~~2022-2023 Employees' Salary Schedule~~, effective July 1, 2023.

Appendix H (Certificated Special Salaries and Stipends, including Hourly, Adult Education) shall be increased by **seven percent (7%)** ~~two percent (2%)~~ ~~five percent (5%)~~ ~~two percent (2%)~~ effective July 1, 2023. ~~Adult Education teachers will also receive a retroactive increase effective July 1, 2023. Adult education teachers will receive the retroactive increase as of the date of ratification of the tentative agreements and a one-time \$500 stipend.~~

2. If property tax actuals go above 2.25% in July 2024, 60% of the increase above 2.25% will be added to the salary schedule, effective retroactively to July 1, 2023.

~~2. One-Time Payment: Employees shall receive a one-time, off-the-schedule payment equal to one percent (1%)~~ ~~two percent (2%)~~ ~~one percent (1%)~~ **of their earned salary as reflected on the 2023-2024 salary schedule after the raise in section B (1) has been applied. This payment will be issued to unit members who are employed by the District in active status as of May 1, 2024.**

**B. Benefits** - ~~The District and PAEA will continue negotiation discussions regarding the contract language for Benefits.~~ **will extend the MOU to cover the 2024 calendar year.**

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~~The parties agree to look at Recommendation Writing in Appendix H.~~