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. Adult Education teachers will also receive a retroactive increase effective July 1, 2022. 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 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.
The parties agree to look at Recommendation Writing in Appendix H.