



**STATE OF HAWAII
DEPARTMENT OF EDUCATION**

P.O. BOX 2360
HONOLULU, HAWAII 96804

OFFICE OF THE SUPERINTENDENT

July 14, 2022

TO: The Honorable Bruce Voss
Chairperson, Board of Education

FROM: Keith T. Hayashi
Superintendent

A handwritten signature in blue ink, appearing to read "Keith T. Hayashi", written over the printed name and title.

SUBJECT: **Board Action on Compensation Adjustments for Department
Employees Excluded from Bargaining Units 3, 4, 6, and 13**

1. EXECUTIVE SUMMARY

The collective bargaining agreements covering the Hawaii State Department of Education (Department) employees in Bargaining Units 3, 4, 6, and 13 have been ratified with an effective date of July 1, 2021, and expire on June 30, 2025. For employees included in these Hawaii Government Employees Association (HGEA) units, the terms include adjustments to salaries and the amounts payable for benefits administered by the Hawaii Employer-Union Health Benefits Trust Fund (EUTF). The Department recommends that the Hawaii State Board of Education (Board) approve these adjustments for its employees excluded from the HGEA bargaining units 3, 4, 6, and 13.

2. RECOMMENDATION

The Department recommends approval of these compensation adjustments for excluded employees. This would bring parity to all Department employees regardless of whether they are included in a bargaining unit.

3. RECOMMENDED EFFECTIVE DATE

Retroactively to July 1, 2021.

4. DISCUSSION

a. Conditions leading to the recommendation:

Hawaii Revised Statutes (HRS), Chapters 89C-3 and 89C-4 require the “appropriate authority” to adjust the wages and benefits of its excluded civil service employees and excluded employees exempt from civil service. The Department recommends that the Board approve increases for the Department’s excluded employees that are equal to the ratified salary adjustments for their counterparts and subordinates of employees included in the above-referenced bargaining units. This recommendation is consistent with HRS Chapter 89C-3 and ensures equity amongst all employees for their tremendous work in a particularly challenging time.

b. Previous action of the Board and Committee(s) on the same or similar matter:

At the Board’s June 20, 2017 meeting, similar Board action regarding these excluded employees were approved with adjustments that were consistent with the ratified terms in the HGEA contract for Bargaining Units 3, 6, and 13.

<https://alala1.k12.hi.us/STATE/BOE/Minutes.nsf/ebb43af14ca5cdb30a2565cb006622a8/7a3a799c8ce54c150a2581620007efc5?OpenDocument>

c. Other policies affected:

None.

d. Arguments in support of the recommendation:

New four-year agreements were approved between the State of Hawaii and HGEA for Bargaining Units 3, 4, 6, and 13. A summary of the terms in the tentative agreements for each unit are as follows:

Bargaining Unit 3 (BU3) (Exhibit A-Duration, Exhibit B-Salaries)

- The terms contained in the BU3 collective bargaining agreement are effective for the period commencing July 1, 2021 through June 30, 2025;
- The parties shall meet to discuss the Employer EUTF contributions for plan years 2023-2024 and 2024-2025 by providing notice to the other party of its intent to reopen by January 31, 2023;

- Notices and proposals for reopening shall be presented to the other party between June 15 and June 30, 2024;
- Effective July 1, 2021, a \$1,000 lump sum payment shall be paid to all BU3 employees who are employed as of June 30, 2021 and continue to be employed as of July 1, 2021, provided that employees who are less than full-time shall receive a prorated amount of this lump sum payment;
- Effective October 1, 2022, a 3.72% across-the-board salary increase, including those not administratively assigned to the salary schedule;
- Effective July 1, 2023, a 5% across-the-board salary increase, including those not administratively assigned to the salary schedule; and
- Effective July 1, 2024, a 5% across-the-board salary increase, including those not administratively assigned to the salary schedule.

Bargaining Unit 4 (BU4) (Exhibit C-Duration, Exhibit D-Salaries)

- The terms contained in the BU4 collective bargaining agreement are effective for the period commencing July 1, 2021 through June 30, 2025;
- The parties shall meet to discuss the Employer EUTF contributions for plan years 2023-2024 and 2024-2025 by providing notice to the other party of its intent to reopen by January 31, 2023;
- Notices and proposals for reopening shall be presented to the other party between June 15 and June 30, 2024;
- Effective July 1, 2021, a 1% bonus lump sum payment shall be paid to all BU4 employees who are employed as of June 30, 2021 and continue to be employed as of July 1, 2021, provided that employees who are less than full-time shall receive a prorated amount of this lump sum payment;
- Effective July 1, 2022, a 3.72% across-the-board salary increase, including employees not administratively assigned to the salary schedule;
- Effective July 1, 2023, a 4.96% across-the-board salary increase, including employees not administratively assigned to the salary schedule; and

- Effective July 1, 2024, a 5% across-the-board salary increase, including employees not administratively assigned to the salary schedule.

Bargaining Unit 6 (BU6) (Exhibit E-Duration, Exhibit F-Salaries)

- The terms contained in the BU6 collective bargaining agreement are effective for the period commencing July 1, 2021 through June 30, 2025;
- The parties shall meet to discuss the Employer EUTF contributions for plan years 2023-2024 and 2024-2025 by providing notice to the other party of its intent to reopen by January 31, 2023;
- Notices and proposals for reopening shall be presented to the other party between June 15 and June 30, 2024;
- Effective July 1, 2021, a 1% bonus lump sum payment shall be paid to all BU6 employees who are employed as of June 30, 2021 and continue to be employed as of July 1, 2021, provided that employees who are less than full-time shall receive a prorated amount of this lump sum payment;
- Effective July 1, 2022, a 3.71% across-the-board salary increase;
- Effective July 1, 2023, a 4.6% across-the-board salary increase;
- Effective January 1, 2024, a one-step adjustment (employees on the maximum step shall instead receive a 1.4% salary increase);
- Effective July 1, 2024, a 2.6% across-the-board increase; and
- Effective January 1, 2025, a one-step adjustment (employees on the maximum step shall instead receive a 1.4% salary increase).

Bargaining Unit 13 (BU13) (Exhibit G-Duration, Exhibit H-Salaries)

- The terms contained in the BU13 collective bargaining agreement are effective for the period commencing July 1, 2021 through June 30, 2025;
- The parties shall meet to discuss the Employer EUTF contributions for plan years 2023-2024 and 2024-2025 by providing notice to the other party of its intent to reopen by January 31, 2023;
- Notices and proposals for reopening shall be presented to the other party between June 15 and June 30, 2024;

- Effective July 1, 2021:
 - Employees on Step M or who are not administratively assigned to the salary schedule shall receive a 2% bonus lump sum based on the employee's annual basic rate of pay as of June 30, 2021, if the employee continues to be employed as of July 1, 2021;
 - Step movements are authorized pursuant to Exhibit H;
- Effective July 1, 2022:
 - An across-the-board 2% salary increase for BU13 employees and employees not administratively attached to the salary schedule;
 - Step movements are authorized pursuant to Exhibit H;
- Effective July 1, 2023:
 - An across-the-board 4% salary increase for BU13 employees and employees not administratively attached to the salary schedule;
 - Step movements are authorized pursuant to Exhibit H;
- Effective July 1, 2024:
 - An across-the-board 3.59% salary increase for BU13 employees and employees not administratively attached to the salary schedule; and
 - Step movements are authorized pursuant to Exhibit H.

e. Arguments against the recommendation:

None.

f. Other agencies or departments of the State of Hawaii involved in the action:

The Director of the State of Hawaii Department of Human Resources and Development, Office of Collective Bargaining, serves as the Chief Negotiator on behalf of the State of Hawaii.

g. Possible reaction of the public, professional organizations, unions, DOE staff, and/or others to the recommendations:

None anticipated.

h. Educational implication:

Fair and equitable compensation for all Department employees will support a high-performing culture where all employees effectively contribute to student success.

i. Personnel implications:

None.

j. Facilities implications:

None.

k. Financial implications:

Funding for the proposed compensation adjustments has been included in the Department's budgeted salary projections.

5. OTHER SUPPLEMENTARY RECOMMENDATIONS

None.

KTH:sb
Attachment

c: Office of Talent Management

Bargaining Unit 03
TENTATIVE AGREEMENT
Employer K/W
Union RP
Date 6/7/22

1 **ARTICLE 56 – DURATION**

2

3 The Unit 03 Agreement shall be effective July 1, 2021 and shall remain in full
4 force and effect to and including June 30, ~~[2023]~~**2025**. ~~[During the term of this~~
5 ~~Agreement, and not less than ninety (90) days before the beginning of the 2022~~
6 ~~legislative session, the parties shall meet to continue bargaining in good faith on Article~~
7 ~~53 – Salaries. This section shall be negotiated pursuant to Section 89-10, HRS and~~
8 ~~Section 89-11, HRS.]~~ **During the term of this Agreement, the parties shall meet on**
9 **the Employer EUTF contributions for the plan years 2023-2024 and 2024-2025 by**
10 **giving written notice to the other party of its intent to reopen by January 31, 2023.**

11

12 ~~[In the event the parties reach agreement on Article 53 – Salaries, such~~
13 ~~amendment shall be effective no earlier than July 1, 2022, and shall remain in effect to~~
14 ~~and including June 30, 2023.]~~ **In the event the parties reach agreement on the**
15 **Employer's contribution to EUTF, such amended article shall be effective no**
16 **earlier than July 1, 2023, and shall remain in effect to and including June 30, 2025.**

17 The entire Unit 03 Agreement shall be renewed thereafter in accordance with statutes
18 unless either party hereto gives written notice to the other party of its desire to modify,
19 amend, or terminate the Unit 03 Agreement.

20

21 Notices and proposals shall be in writing and shall be presented to the other
22 party between June 15 and June 30, ~~[2022]~~**2024**. When the notice is given,
23 negotiations for a new Unit 03 Agreement shall commence on a mutually agreeable
24 date following the exchange of written proposals.

Bargaining Unit 03
TENTATIVE AGREEMENT
Employer PJW
Union UP
Date 6/7/22

ARTICLE 53 – SALARIES

Delete existing language in its entirety and replace with the following:

A. The salary schedule in effect on June 30, 2021 shall be designated as Exhibit A.

B. Subject to the approval of the respective legislative bodies and effective July 1, 2021:

1. Salary Schedule:

a. The salary schedule designated as Exhibit A shall be effective for the period July 1, 2021 to and including September 30, 2022.

b. Following B.1.a. above, Employees shall be placed on the corresponding pay range and step of Exhibit A.

c. Employees not administratively assigned to the salary schedule shall continue to receive their June 30, 2021 basic rate of pay for the period July 1, 2021 to and including September 30, 2022.

2. Lump Sum Payment:

Employees who were employed as of June 30, 2021, shall receive a one-time lump sum payment equal to one thousand dollars (\$1,000), provided that they continue to be employed as of July 1, 2021. Employees who are less than full-time shall receive a prorated amount of this lump sum payment.

1 **C. Subject to the approval of the respective legislative bodies and**
2 **effective October 1, 2022:**

3
4 **1. The salary schedule designated as Exhibit A shall be amended to**
5 **reflect a three and seventy-two hundredths percent (3.72%) increase and such**
6 **amended schedule shall be designated as Exhibit B.**

7
8 **2. Following C.1. above, Employees shall be placed on the**
9 **corresponding pay range and step of Exhibit B.**

10
11 **3. Employees not administratively assigned to the salary schedule shall**
12 **receive a three and seventy-two hundredths percent (3.72%) pay increase.**

13
14 **D. Subject to the approval of the respective legislative bodies and**
15 **effective July 1, 2023:**

16
17 **1. The salary schedule designated as Exhibit B shall be amended to**
18 **reflect a five percent (5%) increase, and such amended schedule shall be**
19 **designated as Exhibit C.**

20
21 **2. Following D.1. above, Employees shall be placed on the**
22 **corresponding pay range and step of Exhibit C.**

23
24 **3. Employees not administratively assigned to the salary schedule shall**
25 **receive a five percent (5%) pay increase.**

26
27 **E. Subject to the approval of the respective legislative bodies and**
28 **effective July 1, 2024:**

29
30 **1. The salary schedule designated as Exhibit C shall be amended to**
31 **reflect a five percent (5%) increase, and such amended schedule shall be**

1 designated as Exhibit D.

2
3 2. Following E.1. above, Employees shall be placed on the
4 corresponding pay range and step of Exhibit D.

5
6 3. Employees not administratively assigned to the salary schedule shall
7 receive a five percent (5%) pay increase.

Bargaining Unit 04
TENTATIVE AGREEMENT
Employer RPW
Union RP
Date 6/7/22

1 **ARTICLE 54 – DURATION**

2

3 The Unit 04 Agreement shall be effective July 1, 2021 and shall remain in full
4 force and effect to and including June 30, ~~[2023]~~**2025**. ~~[During the term of this~~
5 ~~Agreement, and not less than ninety (90) days before the beginning of the 2022~~
6 ~~legislative session, the parties shall meet to continue bargaining in good faith on Article~~
7 ~~51 – Salaries or other compensation in lieu of salaries or as a portion of salaries. This~~
8 ~~section(s) shall be negotiated pursuant to Section 89-10, HRS and Section 89-11,~~
9 ~~HRS.]~~ **During the term of this Agreement, the parties shall meet on the Employer**
10 **EUTF contributions for the plan years 2023-2024 and 2024-2025 by giving written**
11 **notice to the other party of its intent to reopen by January 31, 2023.**

12

13 ~~[In the event the parties reach agreement on Article 51 – Salaries or other~~
14 ~~compensation in lieu of salaries or as a portion of salaries, such amendment(s) shall be~~
15 ~~effective no earlier than July 1, 2022, and shall remain in effect to and including June~~
16 ~~30, 2023.]~~ **In the event the parties reach agreement on the Employer's**
17 **contribution to EUTF, such amended article shall be effective no earlier than July**
18 **1, 2023, and shall remain in effect to and including June 30, 2025.** The entire Unit
19 04 Agreement shall be renewed thereafter in accordance with statutes unless either
20 party hereto gives written notice to the other party of its desire to modify, amend, or
21 terminate the Unit 04 Agreement.

22

23 Notices and proposals shall be in writing and shall be presented to the other
24 party between June 15 and June 30, ~~[2022]~~**2024**. When the notice is given,
25 negotiations for a new Unit 04 Agreement shall commence on a mutually agreeable
26 date following the exchange of written proposals.

Bargaining Unit 04
TENTATIVE AGREEMENT
Employer ^{rjw} _____
Union RP _____
Date 6/7/22 _____

ARTICLE 51 – SALARIES

Delete existing language in its entirety and replace with the following:

A. The salary schedule in effect on June 30, 2021 shall be designated as Exhibit A.

B. Subject to the approval of the respective legislative bodies and effective July 1, 2021:

1. Salary Schedule:

a. The salary schedule designated as Exhibit A shall be effective for the period July 1, 2021 to and including June 30, 2022.

b. Following B.1.a. above, Employees shall be placed on the corresponding pay range and step of Exhibit A.

c. Employees not administratively assigned to the salary schedule shall continue to receive their June 30, 2021 basic rate of pay for the period July 1, 2021 to and including June 30, 2022.

2. Lump Sum Payment:

Employees who were employed as of June 30, 2021, shall receive a one-time lump sum payment equal to one percent (1.0%) of their annual basic rate of pay as of June 30, 2021, provided that they continue to be employed July 1, 2021.

Employees who are less than full-time shall receive a prorated amount of this lump sum payment.

C. Subject to the approval of the respective legislative bodies and effective July 1, 2022:

1. The salary schedule designated as Exhibit A shall be amended to reflect a three and seventy-two hundredths percent (3.72%) increase and such amended schedule shall be designated as Exhibit B.

2. Following C.1. above, Employees shall be placed on the corresponding pay range and step of Exhibit B.

3. Employees not administratively assigned to the salary schedule shall receive a three and seventy-two hundredths percent (3.72%) pay increase.

D. Subject to the approval of the respective legislative bodies and effective July 1, 2023:

1. The salary schedule designated as Exhibit B shall be amended to reflect a four and ninety-six hundredths percent (4.96%) increase, and such amended schedule shall be designated as Exhibit C.

2. Following D.1. above, Employees shall be placed on the corresponding pay range and step of Exhibit C.

3. Employees not administratively assigned to the salary schedule shall receive a four and ninety-six hundredths percent (4.96%) pay increase.

E. Subject to the approval of the respective legislative bodies and effective July 1, 2024:

1
2 **1. The salary schedule designated as Exhibit C shall be amended to**
3 **reflect a five percent (5%) increase, and such amended schedule shall be**
4 **designated as Exhibit D.**

5
6 **2. Following E.1. above, Employees shall be placed on the**
7 **corresponding pay range and step of Exhibit D.**

8
9 **3. Employees not administratively assigned to the salary schedule shall**
10 **receive a five percent (5%) pay increase.**

Bargaining Unit 06
TENTATIVE AGREEMENT
Employer KJW
Union _____
Date _____

ARTICLE 33 – DURATION

Delete the existing language in its entirety and replace with the following:

The Unit 06 Agreement shall be effective July 1, 2021 and shall remain in full force and effect to and including June 30, 2025. During the term of this Agreement, the parties shall meet on the Employer EUTF contributions for the plan years 2023-2024 and 2024-2025 by giving written notice to the other party of its intent to reopen by January 31, 2023.

In the event the parties reach agreement on the Employer's contribution to EUTF, such amended section shall be effective no earlier than July 1, 2023, and shall remain in effect to and including June 30, 2025. The entire Unit 6 Agreement shall be renewed thereafter in accordance with statutes unless either party hereto gives written notice to the other party of its desire to modify, amend, or terminate the Unit 6 Agreement.

Notices and proposals shall be in writing and shall be presented to the other party between June 15 and June 30, 2024. When the notice is given, negotiations for a new Unit 06 Agreement shall commence on a mutually agreeable date following the exchange of written proposals.

Bargaining Unit 06
TENTATIVE AGREEMENT
Employer P/W
Union _____
Date _____

ARTICLE 30 – SALARIES

Delete existing language in its entirety and replace with the following:

A. Subject to the approval of the respective legislative bodies and effective July 1, 2021:

1. The salary schedules in effect on June 30, 2021 shall be effective July 1, 2021 to and including June 30, 2022 and shall be designated as Exhibit A - 10-month Educational Officers; Exhibit B - 12-month Principals; and Exhibit C - 12-month Educational Officers.

2. Employees who were employed as of June 30, 2021 and continue to be employed as of July 1, 2021, shall receive a one-time lump sum payment equal to one percent (1%) of their annual base pay as of June 30, 2021.

B. Subject to the approval of the respective legislative bodies, effective July 1, 2022:

3. The salary schedules designated as Exhibits A, B, and C shall be amended to reflect an across-the-board increase of three and seventy-one hundredths percent (3.71%) and such amended salary schedules shall be designated as Exhibits D, E, and F.

4. Following B.1. above, Employees shall be placed on the corresponding salary range and step of Exhibit D, E, and F.

C. Subject to the approval of the respective legislative bodies, effective July 1, 2023:

ATTACHMENT

Bargaining Unit 06
TENTATIVE AGREEMENT
Employer R/W
Union _____
Date _____

1
2 1. The salary schedules designated as Exhibits D, E, and F shall
3 be amended to reflect an across-the-board increase of four and six tenths
4 percent (4.6%) across-the-board salary increase and such amended
5 schedules shall be designated as Exhibits G, H, and I.

6
7 2. Following C.1. above, Employees shall be placed on the
8 corresponding pay range and step of Exhibit G, H, and I.

9
10 E. Subject to the approval of the respective legislative bodies,
11 effective January 1, 2024:

12
13 1. Employees shall receive a one-step adjustment on their
14 applicable salary range of Exhibits G, H and I; provided that an Employee
15 shall not be placed beyond the maximum step of the Employee's salary
16 range.

17
18 2. Employees at the maximum step as of December 31, 2023 shall
19 receive a one-time lump sum payment equal to one and four tenths
20 percent (1.4%) of their annual base pay as of December 31, 2023.

21
22 F. Subject to the approval of the respective legislative bodies,
23 effective July 1, 2024:

24
25 1. The salary schedules designated as Exhibits G, H, and I shall
26 be amended to reflect a two and six tenths (2.6%) across-the-board
27 increase and such amended schedules shall be designated as Exhibits J,
28 K, and L.

29
30 2. Following F.1. above, Employees shall be placed on the
31 corresponding pay range and step of Exhibit J, K, and L.

ATTACHMENT

Bargaining Unit 06
TENTATIVE AGREEMENT
Employer KJW
Union _____
Date _____

1
2 G. Subject to the approval of the respective legislative bodies,
3 effective January 1, 2025:
4

5 1. Employees shall receive a one-step adjustment on their
6 applicable salary range of Exhibits J, K, and L; provided that an Employee
7 shall not be placed beyond the maximum step of the Employee's salary
8 range.
9

10 2. Employees at the maximum step as of December 31, 2024 shall
11 receive a one-time lump sum payment equal to one and four tenths
12 percent (1.4%) of their annual base pay as of December 31, 2024.
13
14

Signature: *Ryker J. Wada*

Email: ryker.wada@hawaii.gov

Bargaining Unit 13
 TENTATIVE AGREEMENT
 Employer ^{r/w} _____
 Union CP _____
 Date 6/13/22 _____

ARTICLE 54 – DURATION

The Unit 13 Agreement shall be effective July 1, 2021 and shall remain in full force and effect to and including June 30, ~~[2023]~~2025. ~~[During the term of this Agreement, and not less than ninety (90) days before the beginning of the 2022 legislative session, the parties shall meet to continue bargaining in good faith on Article 51 — Salaries or other compensation in lieu of salaries or as a portion of salaries. This section(s) shall be negotiated pursuant to Section 89-10, HRS and Section 89-11, HRS.]~~ During the term of this Agreement, the parties shall meet on the Employer EUTF contributions for the plan years 2023-2024 and 2024-2025 by giving written notice to the other party of its intent to reopen by January 31, 2023.

~~[In the event the parties reach agreement on Article 51 — Salaries or other compensation in lieu of salaries or as a portion of salaries, such amendment(s) shall be effective no earlier than July 1, 2022, and shall remain in effect to and including June 30, 2023.]~~ In the event the parties reach agreement on the Employer's contribution to EUTF, such amended article shall be effective no earlier than July 1, 2023, and shall remain in effect to and including June 30, 2025. The entire Unit 13 Agreement shall be renewed thereafter in accordance with statutes unless either party hereto gives written notice to the other party of its desire to modify, amend, or terminate the Unit 13 Agreement.

Notices and proposals shall be in writing and shall be presented to the other party between June 15 and June 30, ~~[2022]~~2024. When the notice is given, negotiations for a new Unit 13 Agreement shall commence on a mutually agreeable date following the exchange of written proposals.

Bargaining Unit 13
TENTATIVE AGREEMENT
Employer: rjw
Union: U
Date: 6/13/22

ARTICLE 51 – SALARIES

Delete existing language in its entirety and replace with the following:

A. The salary schedule in effect on June 30, 2021 shall be designated as Exhibit A.

B. Subject to the approval of the respective legislative bodies and effective July 1, 2021:

1. Salary Schedule:

a. The salary schedule designated as Exhibit A shall be effective for the period July 1, 2021 to and including June 30, 2022.

b. Following B.1.a. above, Employees shall be placed on the corresponding pay range and step of Exhibit A.

c. Employees not administratively assigned to the salary schedule shall continue to receive their June 30, 2021 basic rate of pay for the period July 1, 2021 to and including June 30, 2022.

2. Lump Sum Payment:

Employees on Step M or not administratively assigned to the salary schedule as of June 30, 2021, shall receive a one-time lump sum payment equal to two percent (2%) of their annual basic rate of pay as of June 30, 2021, provided that they continue to be employed as of July 1, 2021.

1 Employees who are less than full-time shall receive a prorated amount of
2 this lump sum payment.

3
4 C. Subject to the approval of the respective legislative bodies and
5 effective July 1, 2022:

6
7 1. Step Movement:

8
9 a. Employees who were eligible but did not receive a step
10 movement during the period July 1, 2021 through June 30, 2022 in
11 accordance with Paragraph P. of Article 14, Compensation
12 Adjustment, shall be placed on their appropriate step and receive
13 such step movement effective July 1, 2022.

14
15 b. Employees who become eligible for step movements
16 from July 1, 2022 through June 30, 2023 in accordance with
17 Paragraph P. of Article 14, Compensation Adjustment, shall receive
18 their step movements on their step movement dates.

19
20 c. Employees who were or become eligible for step
21 movements from July 1, 2021 through June 30, 2022 in accordance
22 with Paragraph P. of Article 14, Compensation Adjustment, shall be
23 credited for service towards step movements as though step
24 movements were granted through the entire period from July 1, 2021
25 to June 30, 2022.

26
27 2. Salary Schedule:

28
29 a. The salary schedule designated as Exhibit A shall be
30 amended to reflect a two percent (2%) increase and such amended

1 schedule shall be designated as Exhibit B.

2

3 b. Following C.2.a. above, Employees shall be placed on
4 the corresponding pay range and step of Exhibit B.

5

6 c. Employees not administratively assigned to the salary
7 schedule shall receive a two percent (2%) pay increase.

8

9 D. Subject to the approval of the respective legislative bodies and
10 effective July 1, 2023:

11

12 1. Step Movement:

13

14 a. Employees who become eligible for step movements
15 from July 1, 2023 through June 30, 2024 in accordance with
16 Paragraph P. of Article 14, Compensation Adjustment, shall receive
17 their step movements on their step movement dates.

18

19 b. Employees on Step C shall be placed on Step D of the
20 corresponding pay range.

21

22 2. Salary Schedule:

23

24 a. Following D.1.b. above, Step C shall be deleted from the
25 salary schedule.

26

27 b. The salary schedule designated as Exhibit B shall be
28 amended to reflect a four percent (4%) increase and such amended
29 schedule shall be designated as Exhibit C.

30

1 c. Following D.2.b. above, Employees shall be placed on
2 the corresponding pay range and step of Exhibit C.

3
4 d. Employees not administratively assigned to the salary
5 schedule shall receive a four percent (4%) pay increase.

6
7 E. Subject to the approval of the respective legislative bodies and
8 effective July 1, 2024:

9
10 1. Step Movement:

11
12 Employees who become eligible for step movements from July
13 1, 2024 through June 30, 2025 in accordance with Paragraph P. of
14 Article 14, Compensation Adjustment, shall receive their step
15 movements on their step movement dates.

16
17 2. Salary Schedule:

18
19 a. The salary schedule designated as Exhibit C shall be
20 amended to reflect a three and fifty-nine hundredths percent (3.59%)
21 increase and such amended schedule shall be designated as Exhibit
22 D.

23
24 b. Following E.2.a. above, Employees shall be placed on
25 the corresponding pay range and step of Exhibit D.

26
27 c. Employees not administratively assigned to the salary
28 schedule shall receive a three and fifty-nine hundredths percent
29 (3.59%) pay increase.