

Instructional:

Compression Relief – New and returning instructional staff shall receive \$60 per year of verifiable teaching experience up to a maximum of \$1,800. This applies to new and current instructional staff on the CCSB instructional salary scale. (\$1,072,304.37)

Experience verified by October 15, 2024, will be paid retroactive to July 1, 2024; after October 15, 2024, verifiable experience will not be retroactive and will only be paid from that date forward.

Market Adjustment - \$1,500 for all instructional staff on the CCSB instructional salary scale. (\$2,048,908)

Pay for Performance – A total of \$60,000 will be distributed to qualifying instructional staff according to the Performance Pay formula negotiated and ratified in 2022.

All Instructional salary adjustments will be implemented as soon as possible following release of 2023-24 performance evaluations, with retroactive pay issued no later than December 20, 2024.

The 2024-25 Instructional Placement Schedule will start at \$51,500, with experience credit (\$60/verifiable year of teaching experience) extending up to 30 years.

Classified & Professional Technical Support:

July 2024 Steps = Classified (\$190,637), ProTech (\$56,331)

Classified:

Compression Relief – In addition to the step increase applied in July 2024, \$174,016 will be distributed across the Classified salary schedule to alleviate pay compression.

Salary Increase – After Compression Relief, Classified steps 1-20 shall receive 3% increase, and Classified employees on the top step who did not receive a step in July 2024 shall receive 3.75% increase. (\$506,658)

All Exceptional Student Education Aides/Paraprofessionals shall move from Classified Salary Lane CCL14 to Classified Salary Lane CCL13. (\$63,194)

Professional Technical:

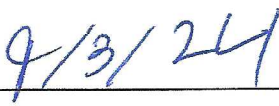
Compression Relief – In addition to the step increase applied in July 2024, \$35,856 (1.25%) will be distributed across the Professional Technical salary schedule.

Salary Increase – After Compression Relief, Professional Technical steps 1-18 shall receive 3% increase, and Professional Technical employees on the top step who did not receive a step in July 2024 shall receive 3.75% increase. (Professional Technical- \$87,130)

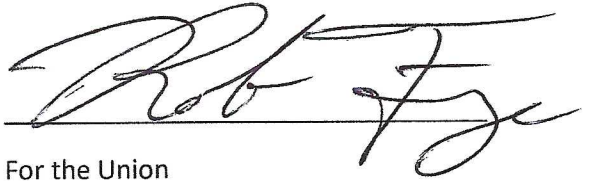
*Increases for Classified and Professional Technical will be retroactive to July 1, 2024.



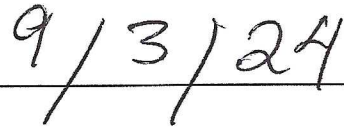
For the Board



Date



For the Union



Date