

ARTICLE 20 WAGES

1. Effective upon ratification of this Agreement, and retroactive to July 1, 2024, the hourly rates of pay for all bargaining unit positions shall be increased by \$.25 and a 3.5% across-the-board increase. The Board shall make every reasonable effort to ensure that retroactive money shall be paid no later than two pay periods after the Board ratifies the Agreement.

Effective July 1, 2025, the hourly rates of pay for all bargaining unit positions shall be increased by \$.25 and a 3% across-the-board increase. The Board shall make every reasonable effort to ensure that retroactive money shall be paid no later than two pay periods after the retroactive payment for FY25.

Effective July 1, 2026, the annual salaries and hourly rates of pay for all bargaining unit positions shall be increased by \$0.50 and a 3% across-the-board increase. A new pay scale for nurses shall be created by converting pay scales 590-592, including the increase effective July 1, 2026, into an annual salaried scale.

Additionally, Hall Monitor, Custodian I, and Food Services Worker I will be placed on pay scale 542-544, and Technicians – Heating Ventilation Air Conditioning will be placed on pay scale 587-589.

The pay scales are set forth in Addendum C.

This Article will reopen for negotiations for compensation and Health Care only in the third year of this Agreement.

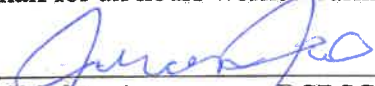
2. Bargaining unit members shall move one interval on the Wage Schedules appended hereto effective July 1 of each year in which they achieve a satisfactory or better annual evaluation rating.

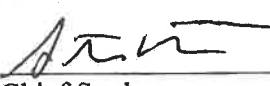
3. Bargaining unit members who are at the highest interval on a pathway and achieve a satisfactory or better annual evaluation rating shall move to Interval 1 on the next highest pathway on the Wage Schedules appended hereto effective July 1.

4. The Employer shall provide to the Union the parameters of and the results of a compensation study regarding all bargaining unit job titles, to be completed no later than April 1, 2026.

5. 10-month employees who are engaged to work by the Board during the summer shall be compensated under the terms of this Agreement.

6. Bargaining unit employees who are required to work during a declared emergency or when a central office closure is declared by the CEO due to exigent circumstances receive time-and-one-half for all hours worked during the emergency or closure.

 6/30/26
Chief Spokesperson – BCBSC Date

 6/29/26
Chief Spokesperson – Union Date