



Licensed Compensation Agreement

Interest Based Bargaining Team Members:

- Wendy Crossland - PCSD Board Vice President
- Dr. Jill Gildea - Superintendent, PCSD
- Dr. Jake Jobe - PCEA Representative
- Mary Morgan - PCEA Representative
- Matt Nagie - PCEA Representative
- Phil Nighoshian - PCEA Representative
- Dr. Shad Sorenson - Chief Human Resources Officer, PCSD
- Mike Tanner - Chief Operating Officer, PCSD
- Randall Upton - Business Administrator, PCSD

After training and actively engaging in the Interest Based Bargaining process, the licensed compensation team has reached a three-year compensation agreement. This agreement is based on available funding over the contract period in accordance with the following parameters:

- A. Economic Triggers that need to be met:
 - a. WPU minimum increase 4% per year
 - b. Property tax revenue growth minimum increase 3% per year
 - c. Inflation rate less than 6%
- B. Outcomes of economic triggers
 - a. Met - compensation package advances as agreed upon
 - b. Not Met - negotiation team reconvenes to discuss mitigating measures that may be implemented and reach agreement for the particular fiscal year in question.

Pending Ratification by the Board of Education and the PCEA the following represents agreement by the negotiations teams for a three year contract that includes fiscal years 2024, 2025, and 2026.

FY 2024-2026

- Steps funded
- Original ESA for \$3,986

- New ESA estimated at \$3,986
- Professional Development - \$2,500
- RHTA - \$1,200
- Endorsements funded (up to 3 endorsements)
- National Board-Certified Teacher (NBPTS) stipend at \$3,000
- Longevity increases per salary schedule
- Two additional PD Days included in salary increase, annual contract is now 186 days (Dates to be Calendared).
- District insurance changes as recommended by the Insurance Committee.

FY 2024

- 16% increase to each step and lane of the FY23 Salary Schedule
- PTO payout will be reviewed during the FY24 year

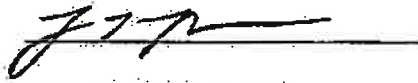
FY 2025

- 6% COLA

FY 2026

- 6% COLA

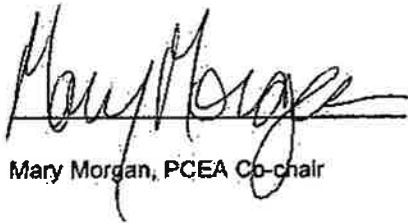
Dated this 30th day of May, 2023



Jake Job, PCEA Co-chair



Andrew Caplan, Board President



Mary Morgan, PCEA Co-chair



Wendy Crossland, Board Vice President