



SantaRosa
Education Association
Stand United for the Cause

Salary Proposal #2

February 15, 2024

1. Eliminate Paygrades 1-3, which moves paygrade 3 to paygrade 4.	Cost: None
2. Move all employees to new salary schedule:	Cost: \$51,176.01
3. Step Increase for All Eligible Employees	Cost: \$323,328.87
4. 2.5% COLA Adjustment	Cost: \$526,121.05
	Cost: \$936,625.91
	Benefit Cost: \$212,801.41
	Total Cost: \$1, 149,427.32

TA

2/15/2024

M. Dupka

T.A. [Signature]
2/15/24

*All raises will be retroactive to July 1, 2023

**If additional funds are allocated for employee raises, both parties agree to go back to the table to negotiate the impact to ESP salaries.