

The District proposes as follows:

ARTICLE 8
SALARIES, HOURLY RATES,
STIPENDS AND OTHER
COMPENSATION

~~All OFT bargaining unit members' compensation will be increased annually by statutory COLA. Each spring, District shall provide to OFT the Effective Rate Increase (hereinafter defined) to health insurance and the state-approved statutory COLA. OFT *unilaterally* will determine whether to apply the COLA increase to covering the cost of health insurance premiums and/or added directly to the salary schedule. For purposes of determining the Effective Rate Increase, District and OFT agree to utilize Column IV, Step 10.~~

The base salary schedule shall be increased by a total of 1.7%, retroactive to July 1, 2021. Effective July 1, 2022, the base salary schedule shall be increased by an additional amount of 2.6%.