

**ARTICLE XII – COMPENSATION  
2023-2024 School Year**

1. The support staff bargaining unit, SJESPA, will receive a total of <sup>1.2</sup>~~\$1.1~~ Million for salary increases.

2. SJESPA and the School District negotiating teams will work collaboratively to create an appropriate distribution plan for the ~~\$1.1~~ Million.

3. ~~Insurance premiums for the 2023-2024 school year will be negotiated at a future session.~~ <sup>1.2</sup>

4. Raises will be retro back to July 1.



Date: 9-16-23

Tammy Whitaker  
Chief Negotiator  
SJESPA



Date: 9-16-23

Dr. Brennan Asplen  
Chief Negotiator  
SJCSD