

## ***RECRUITMENT/RETENTION SUPPLEMENT!***

Beginning with the 2025-26 school year, regular full time and part time instructional employees will receive an annual salary supplement of no less than \$4,500.00, in accordance with conditions set forth in the SJEA Memorandum of Understanding.

The funds reserved for the instructional unit shall be paid to employees within the instructional bargaining unit in referendum supplements as follows:

- Years 0-5: \$4,500 (Flat Rate)
- Years 6-10: \$5,172
- Years 11-15: \$6,206
- Years 16-20: \$7,241
- Years 21+ \$8,275

Supplement stipulations include the following:

- Regular full-time employees as defined by Article 1 (E) shall receive the full negotiated amount.
- Regular part-time employees shall receive half of the full-time employee amount.
- Employees holding Part Time As Needed positions are not eligible for this supplement.
- The salary supplement will be paid in installments within the employee's regularly scheduled paycheck during the following school years: 2025-2026, 2026-2027, 2027-2028, 2028-2029.

Additional requirements apply.

