13.2.1 Step Movement:

a. For the 2021-2023 bargaining agreement, no step increases due to conversion to the new wage scale

a. Beginning July 1 2023, there will an automatic annual step advancement of one (1) step for eligible employees. Employees will advance to the next higher step within the wage scale for their classification. Step movement will occur annually on July 1 of subsequent years for eligible employees.

b. General Statement: To be eligible for a step increase in a given job classification, an employee must have been actively employed in that job classification for at least one hundred fifty (150) calendar days during the contract year preceding the year in which steps are being awarded. In order to be advanced one (1) step on the wage scale, an Educational Support Professional must have been actively employed by the District as an ESP for one hundred-fifty (150) calendar days or more of the previous school year, regardless of the status of negotiations.

c. Step Movement during Negotiations: Employees shall not advance a step on the salary schedule after June 30, 2023 while the parties are negotiating the successor Agreement. Step advance after June 30, 2023 is dependent upon the outcome of the negotiations for the successor Agreement.

c. Step Movement during Negotiations: Eligible Employees (as defined in 13.2.1b & 13.2.2) shall not be prevented from advancing step(s) on the salary schedule while the parties are negotiating the successor Agreement. Step advancement shall not be dependent upon the outcome of negotiations for the successor Agreement.

13.2.2 Satisfactory Performance Requirement: Such increases may be withheld or delayed in cases where the employee's job performance has been of a less than satisfactory level in which case the employee shall be notified in writing that the increase is being withheld or delayed and of the specific reasons therefore. All such denials or delays shall be grievable under the provisions of Article 24 of the Agreement.