9) COMPENSATION (EXHIBIT A)

A. The salary schedule will increase as follows for the life of the contract:

	2025	2026	2027
Librarian III	3.25%	3.25%	3.25%
Librarian II	3.25%	3.25%	3.25%
Librarian I	3.25%	3.25%	3.25%

In addition, a one-time stipend of $1,500 will be given to each member employed at the expiration of the previous contract, December 31, 2024.

Professional staff are compensated at the hourly rate shown on the compensation schedules.

In addition, each PSA member will receive a yearly professional development stipend of $600 payable on the first payroll of the calendar year.

Any bargaining unit employee who retired, voluntarily resigned, or was laid off and who left employment after January 1, 2025 and before the signing of this agreement, will be paid the retroactive pay for the period they were employed. ~~Compensation increases,~~ Professional stipend increases, longevity increases, and any increases in benefit time shall be retroactive to **January 1, 2025** for all bargaining unit employees who are not permanently separated as of the date of ratification, including employees on an approved leave of absence, part-time employees, and employees who work intermittent or seasonal shifts.

A longevity stipend will be paid to eligible employees on the anniversary date of completed years of service as follows:

5-9 years	$ 900
10-14 years	$1,000
15-19years	$1,100
20-24 years	$ 1,200
25-29 years	$ 1,300
30 years or over	$ 1,400

The stipend will be paid in the first pay period following the anniversary date. The employee must be active on the payroll system as of anniversary date in order to be eligible for payment.

The stipend will be paid to anyone who retires or resigns due to medical disability (licensed health care provider's statement required) in the calendar year of anniversary but prior to the anniversary date.

B. A librarian hired to fill a full-time or part-time vacancy shall receive the hiring rate of pay for the first six months of employment, after which time the librarian shall receive the working rate as outlined in Exhibit A.