

District Proposal – Article 20 – Compensation/Salaries

June 13, 2023

The Board has provided direction to the District's negotiating team and the District's team would like to offer the counterproposal below to AFT's initial proposal.

20.A. Compensation

1. For the Collective Bargaining Agreement covering July 1, 2023 through June 30, 2026:
 - 1.1. Effective July 1, 2023, the District shall:
 - 1.1.1. Increase all cells of all Exhibit B faculty salary tables to 5% above their 2022-23 values
 - 1.2. Effective July 1, 2024, the District shall:
 - 1.2.1. Increase all cells of all Exhibit B faculty salary tables to 3% above their 2023-24 values
 - 1.3. Effective July 1, 2025, the District shall:
 - 1.3.1. Increase all cells of all Exhibit B faculty salary tables to 1% above their 2024-25 values
 - 1.4. Exhibit C Annualized and Workload salary tables for Part-time Temporary and Full-time Overload will be updated for fall semester assignments in each year, and those rates will continue through summer assignments in the subsequent year.
 - 1.5. Exhibit C hourly tables for day-to-day substitutes and part-time office hours will be updated effective July 1 of each year.

The District rejects AFT's proposal related to staffing.

Additionally, the District rejects AFT's proposals related to:

- Initial placement on the salary scale for full-time/part-time nurse practitioners
- Stipends for Athletic Coaches
- Severance
- Additional step for part-time faculty