

## 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