

**August 12, 2015 (corrected)**

**AFT Proposal**

**ARTICLE 20.A COMPENSATION/SALARIES**

Article 20.A Compensation

(New Section) 2015-16, 2016-17, 2017-18 Academic Years

Restoration to 2007-08 salary levels

District shall increase all faculty salaries by 3.7024% effective July 1, 2015, to restore salaries to 2007-2008 levels.

Restoration of frozen salary step of 2009-2010

Effective July 1, 2015, District shall :

- 1) advance by one step all full-time faculty who would have advanced but for the 2009-2010 step freeze, and
- 2) advance the semester count of all part-time faculty by one for each semester that they would have advanced during the 2009-2010 academic year but for the step freeze.

Restore COLA and increase salaries to above median of Bay Ten community colleges

Impart across-the-board increases of sixteen percent (16%) to all unit members retroactive to July 1, 2015, over the life of the Agreement to bring full-time faculty salaries above the median of Bay Ten community colleges and to restore losses to inflation (CPI) to all unit members.

Parity for part-time faculty and full-time extra pay

Continue progress towards full salary parity (100% pro-rata) for all part-time faculty and full-time extra-pay assignments.

Initial step placement for new full-time faculty

Effective Fall 2015, provide salary step placement credit for previous outside part-time faculty and related experience.