

DISTRICT'S *SECOND REVISED* PROPOSAL
ARTICLE 20
December 16, 2015

2015/16

Effective 7/1/15:

- 1% COLA to all unit members
- An additional 4.8% on-schedule increase to full-time faculty
- A 2.17% off-schedule payment to full-time faculty
- A 2.9% off-schedule payment to part-time faculty

2016/17

Effective 7/1/16:

- District to confer to all unit members the COLA conferred by the State
- A 2.17% off-schedule payment to full-time faculty
- A 2.9% off-schedule payment to part-time faculty

Commencing 1/17:

- Parties to conduct reopener negotiations for a salary formula based on *FTES growth* for the 2017/18 academic year.

2017/18

Effective 7/1/17:

- A 2.17% off-schedule payment to full-time faculty
- A 2.9% off-schedule payment to part-time faculty
- District to confer to all unit members the COLA conferred by the State
- Implement new salary formula from 2016/17 reopener negotiations (above)

Effective 1/18:

- Parties to conduct reopener negotiations for a salary formula based on *FTES growth and productivity goals* for the 2018/19 academic year and beyond.