# District Proposal No. 3

# December 13, 2022

# ARTICLE 8 – SALARIES

The following is offered as a memorandum of understanding that addresses compensation issues as set forth below. It is the intent of the parties that these provisions will be implemented on the date indicated and be added to the successor contract. Changes from proposal No. 2 indicated in yellow.

8.2 Salary Schedules

8.2.1 ~~Effective January 1, 2021, a two percent (2%) off-schedule payment will be paid to each Unit Member based on the Unit Member’s placement on the regular salary schedule and shall be paid to Unit Members as part of their regular pay. This payment shall end as of December 31, 2023.~~ Effective January 1, 2023, or as soon as practicable after ratification by the parties, the current two-percent (2%) off-schedule payment will be added to the salary schedules.

8.2.2 ~~Effective June 1, 2021, but payable by September 2021, each faculty member will receive a one-time payment of $2,200.~~ Effective January 1, 2023, or as soon as practicable after ratification by the parties, the salary schedules shall be increased by 9%.

8.2.3 ~~In June 2022, each faculty member will receive a one-time payment of $2,200.~~ Effective July 1, 2023, the salary schedules shall be increased by 2%.

 Effective July 1, 2024, the salary schedules shall be increased by 5%.

 Effective July 1, 2025, the salary schedules shall be increased by 2 %.

8.2.4 ~~In January 2023, each faculty member will receive a one-time payment of $2,800.~~

~~In June 2023, each faculty member will receive a one-time payment of $2,200.~~