# Association Counter Proposal 1

**November 29, 2022**

New language in **bold underline**.

Deleted language in ~~strikethrough~~.

Editing notes not intended for final contract language in *italics.*

# ARTICLE 8 – SALARIES

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 July 1, 2022, the current two-percent (2%) off-schedule payment will be added to the full-time faculty salary schedule and all derivative 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 July 1, 2022, the full-time faculty salary schedule and all derivative salary schedules shall be increased by 6.5%.**

8.2.3 ~~In June 2022, each faculty member will receive a one-time payment of $2,200.~~ **Effective January 1, 2023, the full-time faculty salary schedule and all derivative salary schedules shall be increased by 4.5%.**

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

*Note: Numeration of the following and/or numeration of subsequent contract language will be adjusted as needed if/when agreement is reached.*

**8.2.5 Effective July 1, 2023, the full-time faculty salary schedule and all derivative salary schedules shall be increased by five percent (5%) or state-funded COLA, as may be provided for fiscal year 2023 – 2024, plus one percent (1%), whichever is higher.**

**8.2.6 Effective July 1, 2024, the full-time faculty salary schedule and all derivative salary schedules shall be increased by five percent (5%) or state-funded COLA, as may be provided for fiscal year 2024 – 2025, plus one percent (1%), whichever is higher.**

**8.2.7 Effective July 1, 2025, the full-time faculty salary schedule and all derivative salary schedules shall be increased by five percent (5%) or state-funded COLA, as may be provided for fiscal year 2025 – 2026, plus one percent (1%), whichever is higher.**