


Mediator's Proposal Outline

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.
2. Effective June 1, 2021, but payable by September 2021, each faculty member will receive a one-time payment of \$2,200.
3. In June 2022, each faculty member will receive a one-time payment of \$2,200.
4. In June 2023, each faculty member will receive a one-time payment of \$2,200.
5. A retirement incentive augmentation of \$2,500 will be paid to any faculty member who retires at the end of the 2020-2021, 2021-2022 or 2022-2023 academic years. This augmentation is in addition to Article 10, section 10.6.4.
6. The tentative agreement shall include all provisions as set forth in the district's last, best offer except as modified above.
7. The parties will prepare a complete tentative agreement which shall be submitted to the faculty bargaining unit membership for ratification, and commit to supporting the tentative agreement through the ratification process.

Agreed: April 20, 2021


For the District


For the Association