

**Tentative Agreement
December 20, 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.

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, and payable 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, and payable as soon as practicable after ratification by the parties, the salary schedules shall be increased by 10%.~~

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

8.8.2 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 the bonus as set forth in the paragraph above. This retirement incentive augmentation will be paid to faculty members who retire during the 2022-2023 academic year but do so prior to the end of the academic year.

Dated: December 20, 2022


For the District


For the Association