

Comparison of salary proposals

Formula for the past three years:

- Based on property taxes
- Only salary was included
- Medical benefits were negotiated separately (above the formula)
- If old formula were to be applied it would yield a raise of 4.78%

New formula proposed by the District:

- Based on property taxes
- Total Compensation
- Step and column, District's portion of SRTS, medical benefits and any other negotiated benefits are subtracted in addition to salary
- New formula yields a raise of 3.84% before anything else is subtracted from it

AFT Proposal:

- Formula similar to the one used the last three years (no total compensation)
- Increase medical benefits to a level that in two years there will be a no out of pocket option for all full-time faculty and increase in stipend for part-time faculty
- Add an extra step on all salary schedules

Difference between proposals: \$934,000 (1.72%)