

## District Counterproposal to FARSCCD 6/29/2016

1. In addition to the 0.534% ranking adjustment that was retroactive to July 1, 2015, the District shall increase all of the faculty salary schedules by 1.02% retroactive to January 1, 2016. (Article 7.1.1)
2. If the District achieves at least 0.5% enrollment growth for the 2016-17 fiscal year, the District shall increase all faculty salary schedules by 0.5% effective 7/1/2016. (Article 7.1.1)
3. The District maximum medical/dental insurance contribution is ~~\$25,821.72~~ \$26,430.36 for 2016. Thereafter, the maximum contribution shall be automatically increased by an amount not to exceed ~~10%~~ 6% in each succeeding year. If the annual premium renewal rates represent an aggregate increase of more than ~~10%~~ 6%, the District and FARSCCD agree to immediately reopen negotiations on this article. (Article 5.2.1)
4. Effective January 1, 2017, the District will contribute up to ~~\$1,250~~ \$1,500 per year to eligible employees serving under a contract of 75% or more. A contribution of up to ~~\$1,250~~ \$1,500 per year will be prorated for those eligible employees serving under a contract of 50% up to 75% based on the percentage equivalent to the employee's contract percentage. The employee can assign this contribution or any part of it toward dependent or employee medical/dental coverage, or other approved deductions consistent with IRS regulations. (Article 5.2.3)
5. The parking fee rate will be \$50 per year for all full-time unit members. Full-time faculty with less than a full academic year assignment will pay a prorated amount. The parking fee for adjunct faculty will be \$20 per semester. (Article 6.6).
6. Effective July 1, 2016, the District will provide thirty-two (30 32) LHE/semester for the Santa Ana College Academic Senate which includes compensation for the faculty chair of the Curriculum Council and thirty-two (30 32) LHE/semester for the Santiago Canyon College Academic Senate. The Senates will provide the District individual allocations in a timely manner during the planning schedule for each term, Fall and Spring.
7. The parties agree to exchange bargaining proposals and commence negotiations for 2016-17, which shall include, but not be limited to the methodology for the calculation of ninth place salary ranking.

The foregoing counterproposal constitutes the District's last, best and final offer to FARSCCD for 2015-16.