

**AFT 2121 Proposal**  
**Article 20.A Compensation and Salaries**  
**March 14, 2018**

1. 2018-19 Academic Year

Effective July 1, 2018, the following salary increases shall be applied, in order:

- A. \$1,335 shall be added to each increment from Column F to Column F+60/G such that all Column increments will equal the \$2,670 Step increment value.
- B. A flat \$6,000 increase shall be applied to all rates on the full-time salary schedule;
- C. The State COLA increase, plus 1%, shall be applied to all salary rates;
- D. Proportionate increases shall be applied to all pro-rata scales;
- E. New longevity salary steps will be added to the full-time salary schedule at years 20, 23, 27, and 30, with advancement to these steps based on years of service after advancement to Step 17.
- F. New part-time "mirror" Steps 14, 15, 16, and 17 shall be added to all part-time pro-rata scales, with advancement to these steps based on semesters of service after advancement to Step 13.
- G. Full-time overload assignments will be paid on the appropriate part-time pro-rata scales with step placement to be based on current full-time salary step divided by two (2), rounded down to the nearest whole integer.

2. 2019-20 Academic Year

Effective July 1, 2019, the State COLA increase, plus 1%, shall be applied to all salary rates.

3. 2020-21 Academic Year

Effective July 1, 2020, the State COLA increase, plus 1%, shall be applied to all salary rates.