

Section 13.2 – Wages

A. The Salary Schedule set out at the end of this Article shall apply to all bargaining unit employees.

Commented [SK1]: Note – the salary schedule actually hasn't been in the contract for awhile. See attached though.

B. All newly-hired employees will be paid no less than the minimum rate for their pay grade. New employees may be paid up to ten percent (10%) above the minimum, based on education and prior relevant experience, with prior approval of the appropriate Cabinet Member. Whether the education and prior relevant experience justifies pay above minimum will be determined by the Human Resources Department. Under extraordinary circumstances, when qualified employees cannot be found because of inability to meet market salaries, the College President may authorize additional compensation.

C. Nothing set forth in this Article is intended, nor shall it cause, a decrease in the salary currently being paid to any employee.

D. In the event the Board decides to initiate a salary study the parties will establish a Joint Committee. This committee will have two (2) co-chairs, one appointed by the Union, one appointed by the Board. The committee will include an equal number of College and Union-appointed members.

~~E. Employees will receive a pay increase that is the equivalent of one step on the staff salary schedule. The step payment will be retroactive to July 2, 2020. To be eligible, employees must have been employed at the College in a full-time role on or before December 31, 2019. In addition, they must be employed in a full-time staff role continuously from December 31, 2019 until the date that the increases are paid. To be eligible for the increase, employees must have a satisfactory performance~~

evaluation.

E. Effective July 1, employees will receive salary increases in accordance with the minimum wage and compression analysis conducted by MGT.

- Employees who started in a full-time role before January 1, 2022 will receive a minimum increase of \$979.88.
- Employees who started in a full-time role after January 1, 2022 will receive an increase to the new minimum of the pay range of their current position. Employees hired in a full-time role after January 1, 2022 who exceed their pay range minimum will not receive an increase.

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