

**Salary and Benefits
College Bargaining Proposal 2
October 3rd, 2019**

Subject	2019-2022 Proposal
Length of Economic Agreement	Three years; July 1 2019 – June 30 2022
LCCEA Compensation	
Salary Schedule Adjustment	The College proposes a one percent (1.00%) salary schedule adjustment annually effective July 1, for the years 2019-2021.
Steps	The college proposes a fulltime faculty “step freeze” for the 2019-2020 fiscal year. For step eligible fulltime faculty, one half-step will be awarded on July 1, 2020 and July 1, 2021. No changes to current parttime faculty step advancement.
Insurance	
Health Insurance	No proposed changes. The College (employer) contribution for the College Base Plan (Alder) shall be limited to what the College (employer) contributions were for Plan A during the 2015-2016 year.
Employer Section 125 Contribution	The College proposes to “sunset” College (employer) contributions to employee section 125 flexible spending accounts effective January 1, 2021. No faculty employees will be eligible for College (employer) contributions to the section 125 flexible spending plans effective with the 2021 calendar year.
Health Clinic	The College proposes elimination of Article 33.6. No contracted or part-time faculty shall be eligible to access health care services through the College Health Clinic.