



P.O. Box 4800, Mission Viejo, CA 92690

**Subject line: Faculty salary increase MOU ratification vote, November 18-22**

Colleagues,

In the current contract, there is a provision that, if the state awarded COLA for 2019-2020 or 2020-2021 should exceed the COLA awarded by the contract, the Faculty Association and the District would meet to re-negotiate the salary increase.

For 2019-2020, the state allocated a 3.26% COLA increase for faculty and staff salaries, which is higher than the 2.57% in the current contract. As a result, over the month of October, the Association and the District met and renegotiated the amount of the salary increase for 2019-2020, and for 2020-2021.

The Faculty Association and the District agreed that part of the increased COLA funds would be applied to all salary schedules, and part would be used to increase the parity ratios used to calculate the part-time and full-time overload salary schedules, as part of the Association’s eventual goal to achieve equity in part-time faculty pay.

**During the week of November 18-22, there will be an on-line vote of the Faculty Association membership to approve the Memorandum of Understanding which reflects these salary increases.** Only members in good standing are allowed to vote on the contract or on MOUs. If you are currently a member, please watch your district email for a ballot notification.

To review the language of the MOU, please go to [\[link\]](#) on the Faculty Association website.

The table below reflects the new increases in COLA across all salary schedules, and in the parity ratios. The actual percentage increases in compensations are also included.

Sincerely,

The Faculty Association Executive Committee and Faculty Association Negotiating Team

	Original 2019-2020	Revised 2019-2020	Original 2020-2021	Revised 2020-2021
COLA (all schedules)	2.57%	2.85%	2.67%	2.92%
Part-time classroom parity ratio	57.2%	57.6% (3.56% salary increase)	57.3%	57.825% (3.07% salary increase)
Full-time overload parity ratio	49.1%	49.44% (3.58% salary increase)	49.15%	49.64% (3.08% salary increase)
Part-time non- classroom parity ratio	48.6%	48.6% (2.85% salary increase)	48.6%	48.6% (2.92% salary increase)