

## ARTICLE SEVENTEEN – WAGES

### 17.1 Salary Schedule

For the 2016/17 fiscal year, the salary schedule shall be effective July 1, 2016, for bargaining unit employees who are actively employed, on lay-off, or who are on authorized leave at the time of the contract ratification.

### 17.2 Cost of Living Adjustments (COLA)

17.2.1 The LCCEF salary schedules for 2016/2017 shall be adjusted by a 1.50 % increase effective July 1, 2016.

### 17.3 Steps

17.3.1 All classified employees who are eligible for a step effective July 1, 2016, shall receive a one-half step increment (2.15%) effective July 1, 2016. All classified employees (.500 – 1.00 FTE) who are eligible for a step effective January 1, 2017, shall receive a one-half step increment (2.15%).

17.3.2 For fiscal year 2016-17, a one-time lump sum payment of \$500 shall be paid to all non-step eligible .500 – 1.00 FTE classified employees who were on the top step of the LCCEF salary schedule as of June 30, 2016. For fiscal year 2016-17, employees must be in active status in their .500-1.00 FTE assignment on the date the Board of Education ratifies the contract.

17.3.3 Step advancement for hourly employees employed at less than .500 FTE shall be granted effective July 1, of even fiscal years beginning in 2004/2005, once an hourly employee has worked 1040 hours or more. Eligible hourly classified employees who receive an initial step advancement in 2004/2005, and in subsequent even fiscal years (example 2006/2007), shall remain eligible for additional step advancements once every two fiscal years provided that they work a minimum of 1040 hours within the two fiscal years since the last adjustment. Initial placement of hourly classified employees shall not exceed step 3 of a given pay level without prior mutual agreement between the College and the Union.