TO: California School Employee Association (CSEA) - Chapter 472

FROM: Imperial Community College District

DATE: September 5, 2013

than the frozen amount referenced) and benefits (new rates effective October 1, 2012). The Dis	trict
shall have the discretion to determine the manner and sequence of furlough days for individual	Ļ
employees.	

A recent salary survey of the 4 community college districts used by F.C.M.A.T. for their recommendations shows that there is a clear misalignment of the median for direct compensation (this section is focused only on employer-paid base salary and doesn't include a review of overtime or benefits like medical insurance, retirement contributions, etc.). The following schedules reflect a realignment of salary schedules based on the

Range 15

STEP 1 STEP 2 STEP 3 STEP 4 STEP 5

Range 20

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	L10	L15	L20	L25
	2 646	2.755	2 0 6 0	2 004	4 104	4 227	4 254	1 101	4 610
	3,646	3,755	3,868	3,984	4,104	4,227	4,354	4,484	4,619
YR	43,752	45,065	46,416	47,809	49,243	50,721	52,242	53,809	55,424
DA	167.72	172.75	177.93	183.27	188.77	194.43	200.26	206.27	212.46
HR	20.96	21.59	22.24	22.91	23.60	24.30	25.03	25.78	26.56

Range 2	21
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8	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	L10	L15	L20	L25
	-	-	-	-	-	-	-	-	-
	3,756	3,869	3,985	4,104	4,227	4,354	4,485	4,619	4,758
YR	45,072	46,424	47,817	49,251	50,729	52,251	53,818	55,433	57,096

DA

Range 25

STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	L10	L15	L20	L25
4,227	4,354	-	4,619	4,758	4,900	5,047	5,199	