



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 District shall have the discretion to determine the manner and sequence of furlough days for individual employees.~~

EXHIBIT B2

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 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	





