

1 PROPOSAL FROM  
2 THE ANTELOPE VALLEY COMMUNITY COLLEGE FEDERATION OF TEACHERS to the  
3 ANTELOPE VALLEY COMMUNITY COLLEGE DISTRICT

4  
5 March 13, 2026  
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7

8 ARTICLE IX  
9 COMPENSATION AND RELATED  
10 BENEFITS

11 (Partial)  
12

13 1.0 Salary and Health & Welfare Benefits Provisions

14 1.1 Salary

- 15 a. ~~Salary 2022 2025-2023 2026: The District will provide a one-time off schedule~~  
16 ~~stipend equal to 8% of base salary to all unit members employed as of May-~~  
17 ~~6, 2023.~~ COLA plus an additional 10% will be added to all faculty salary  
18 schedules.
- 19 b. ~~Salary 2023 2026-2024 2027: Effective July 1, 2023 2026, COLA plus an~~  
20 ~~additional 10% 13% will be added to all faculty salary schedules.~~
- 21 c. ~~Salary 2024-2027-2025 2028: Effective July 1, 2024 2027, COLA plus an~~  
22 ~~additional 10% 4% will be added to all faculty salary schedules.~~

23 1.2 Benefits

24 1.2.1 Plans and Eligibility

25 1.2.1.1 Medical Plans – The District will offer medical plans, including an  
26 Employee Assistance Program, to all permanent full-time and part-  
27 time employees, adjunct faculty, and qualifying retirees, through a  
28 third-party administrator selected by the Benefits Committee. The  
29 medical plans offered by the third-party administrator shall include a  
30 range of high deductible and low deductible HMO and PPO options.  
31 The Federation shall select from the list of medical plans offered by  
32 the third-party administrator. Annually, a summary of each plan shall  
33 be reduced to writing and included in the Appendix of this Agreement  
34 as soon as practicable for each benefit year. Outdated benefit  
35 summaries shall be eliminated from the Appendix once replaced with  
36 an updated summary for the subsequent benefit year.

37 1.2.1.2 Domestic partners are eligible for benefits under the medical plans,  
38 subject to state and federal law.

39 1.2.1.3 Other Health & Welfare Benefits: The District shall offer additional  
40 benefits beyond the medical plans including dental, vision, and life.  
41 The District may also offer other benefits. The types of plans and  
42 coverage shall be determined through collaboration with the

1 Benefits Committee. Adjunct faculty who meet the insurance  
2 providers' eligibility requirements shall have the ability to enroll in  
3 medical, dental, and vision. Qualified retirees are eligible for  
4 inclusion in medical, dental, vision and life insurance plans as per  
5 the insurance providers' requirements.

6 1.2.2 Contributions

7 1.2.2.1 ~~Effective retroactive to October 1, 2022 2025 the health and welfare~~  
8 ~~benefit cap shall be increased by 30% to \$22,750 \$17,500 with~~  
9 ~~additional increases of 5% per year ongoing through September~~  
10 ~~30, 2025.~~

11 1.2.2.2 Full-time faculty (including probationary, temporary full-time,  
12 sabbatical and load-bank leaves/leaves of absences): The District  
13 shall contribute only the actual cost of the employee's chosen plan,  
14 up to a maximum of ~~\$22,750 \$17,500~~ per year. Should the employee  
15 select a plan that costs less than ~~\$22,750 \$17,500~~ per year, the  
16 difference between the plan cost and the cap is not paid to the  
17 employee. If the cost of the selected plan exceeds the ~~\$22,750~~  
18 ~~\$17,500~~ cap, the employee must bear the increased cost of such  
19 plan.