COUNTER-PROPOSAL
FROM ANTELOPE VALLEY COLLEGE FEDERATION OF CLASSIFIED EMPLOYEES, LOCAL 4683 TO THE ANTELOPE VALLEY COMMUNITY COLLEGE DISTRICT

June 30, 2026

This proposal from the Antelope Valley Federation of Classified Employees to the Antelope Valley Community College District is expressly made pursuant to the Educational Employment Relations Act and the Collective Bargaining Agreement between the parties. This proposal is intended to apply only to the article below. All other provisions of the Collective Bargaining Agreement shall be deemed to remain unchanged except as set forth below or as otherwise mutually agreed:

ARTICLE VIII
SALARIES AND RELATED BENEFITS

8.0 Salaries

8.0.1 Salary 2025-2026:
Effective retroactive to July 1, 2025, COLA plus an additional 10% will be added to all classified salary schedules.

8.0.2 Salary 2026-2027:
Effective retroactively to July 1, 2026, COLA plus an additional 10% will be added to all classified salary schedules.

8.0.3 Salary 2027-2028:
Effective July 1, 2027, COLA plus an additional 10% will be added to all classified salary schedules.

The AVCFCE reserves the right to utilize COLA along with the other criteria in Government Code Section 3548.2(b) in making proposals to the District.

The salary increases shall be retroactive to all unit members who were in paid status as of June 30, 2025.

[Note: no changes proposed in 8.1 or 8.3-8.5]

8.2 Health & Welfare Benefits

Effective retroactively to October 1, ~~2022~~ **2025**, the District's cap for classified employees' health and welfare benefits shall be ~~**$17,500**~~ **$22,750** per benefit year through September 30, ~~2025~~ **2028**. The District shall contribute, for active employees who meet eligibility requirements, only the actual cost of the employee's chosen plan, up to a maximum of ~~**$17,500**~~ **$22,750** per benefit year through September 30, ~~2025~~ **2028**.

Should the employee select a plan that costs less than ~~**$17,500**~~ **$22,750** per benefit year, the difference between the plan cost and cap is not paid to the employee. If the cost of the selected plan exceeds the ~~**$17,500**~~ **$22,750** cap for any benefit year, the employee must bear the increased cost of such plan.

The District's contribution for permanent employees working less than full time shall be based on the formula of taking the percentage of employment by the District's cap. As allowed by the Benefits vendor, married couples or recognized domestic partners who are both unit members covered under the District's health and welfare benefits plan may receive a discounted premium.

The health and welfare benefits cap is to be re-evaluated every three years. If the cost increases more than 5% higher than the cap, the Federation and District shall re-open to negotiate an increase in the health and welfare benefits cap.