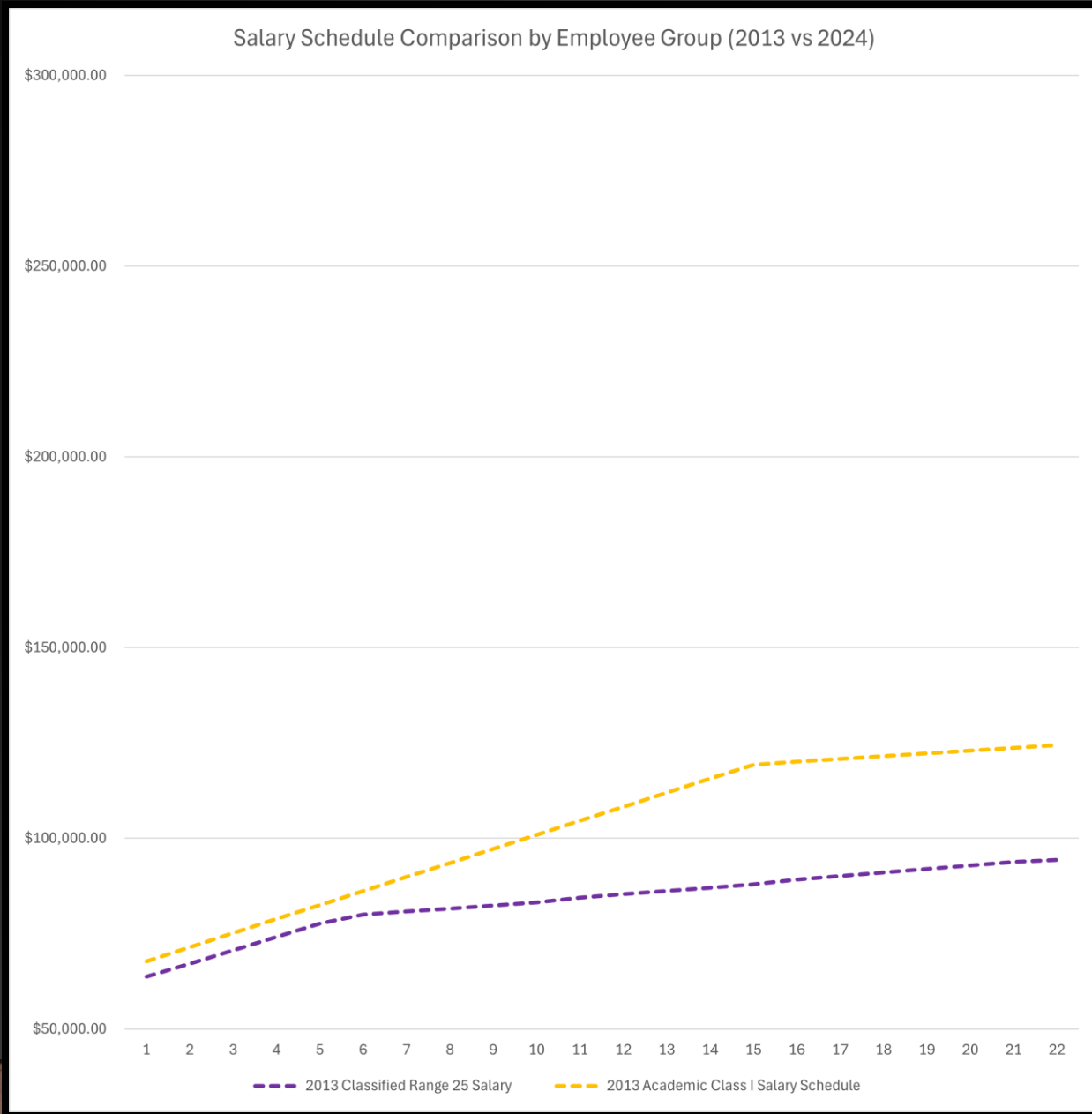
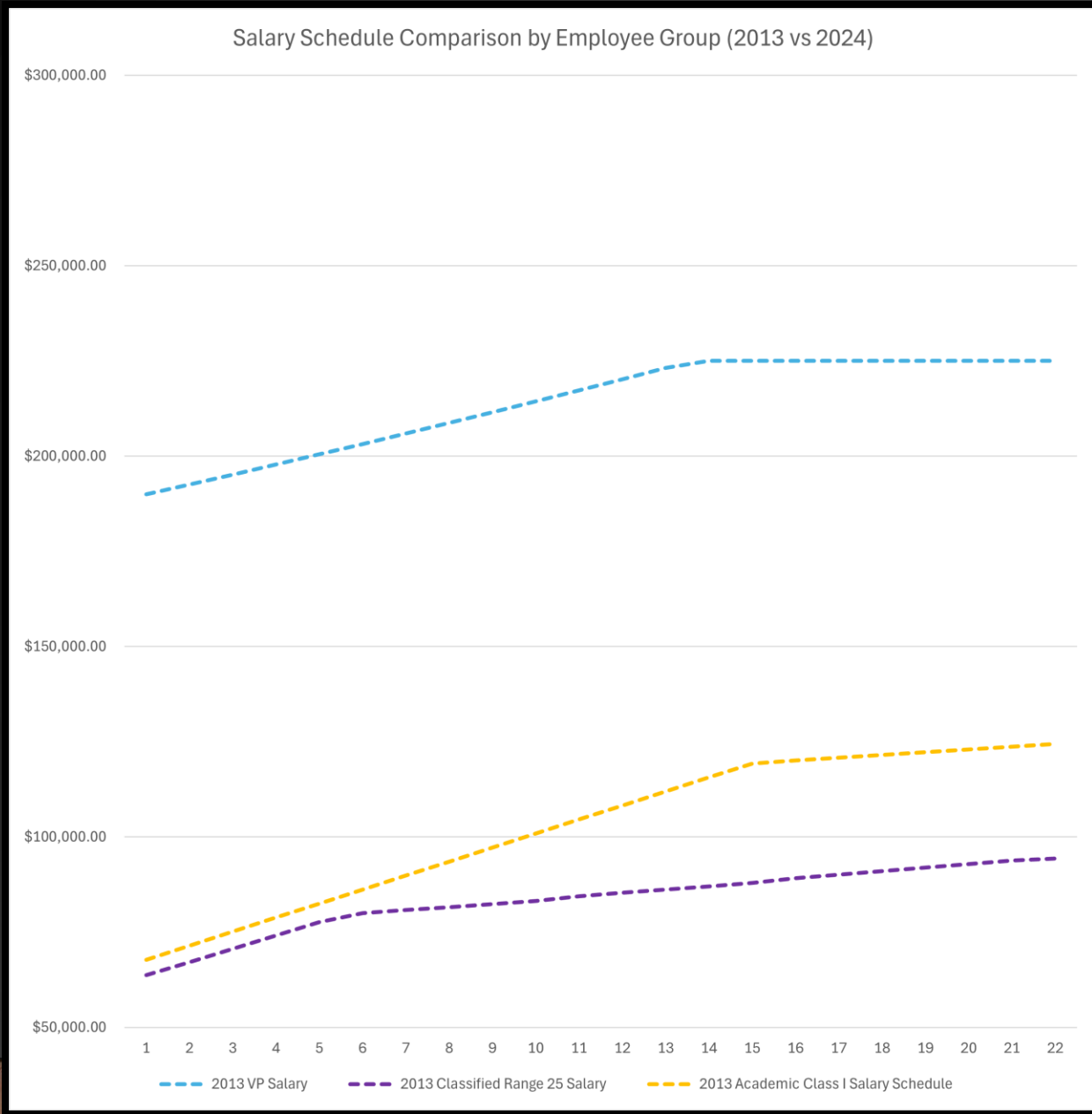


Here we see the salary schedule for a new **Full-Time Faculty** member hired in 2013.



For comparison, here is the salary schedule for a new **Classified Employee** hired in 2013 at Range 25.

Notice both the **Faculty** and **Classified Employee** have meaningful longevity increases, although the longevity for **Faculty** is clearly more generous over the long-term.

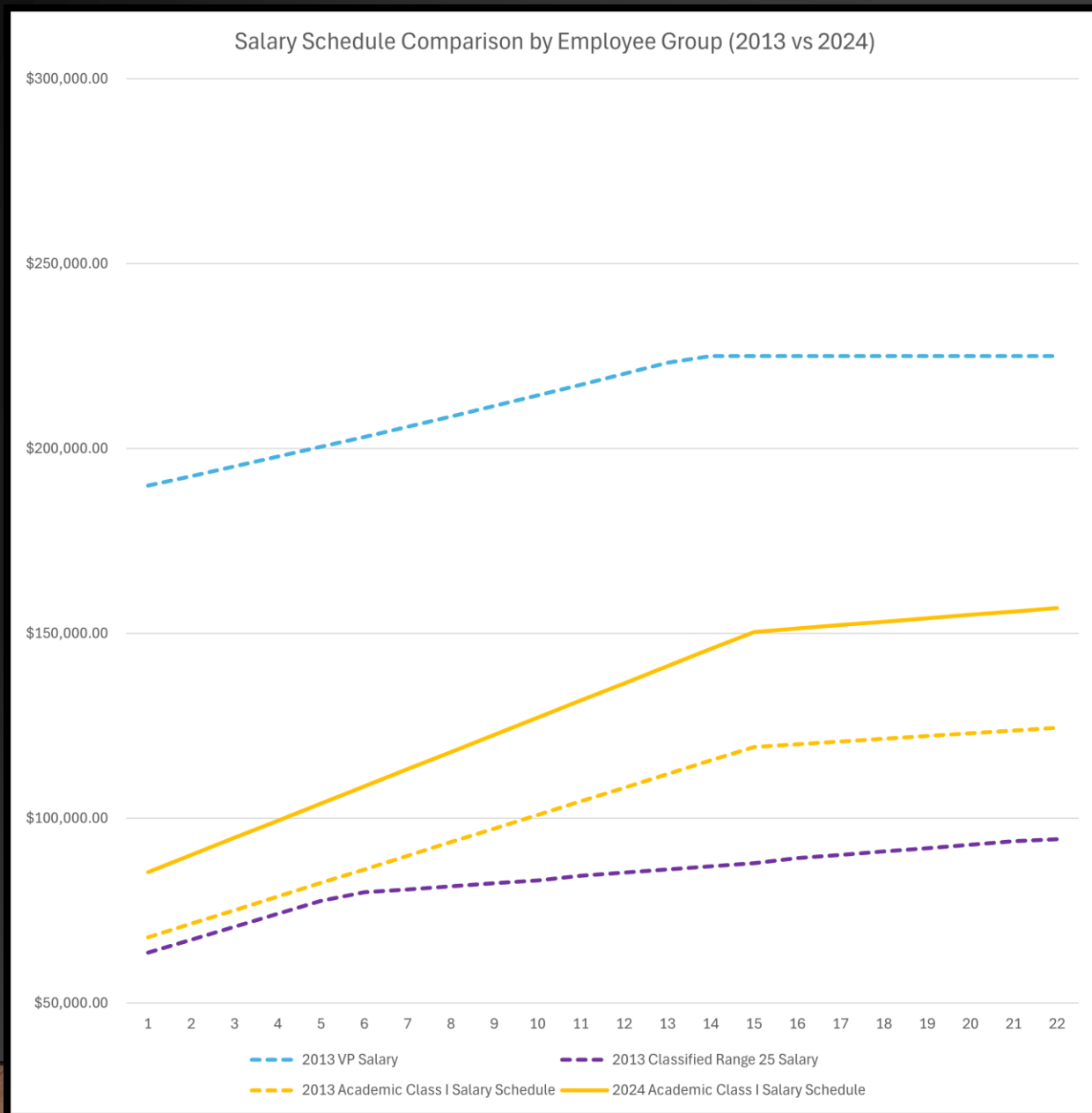


And here is what a new **Vice President** hired in 2013 would expect to make over 20 years.

Around 2018, the District conducted and implemented the results of a Classification and Compensation study.

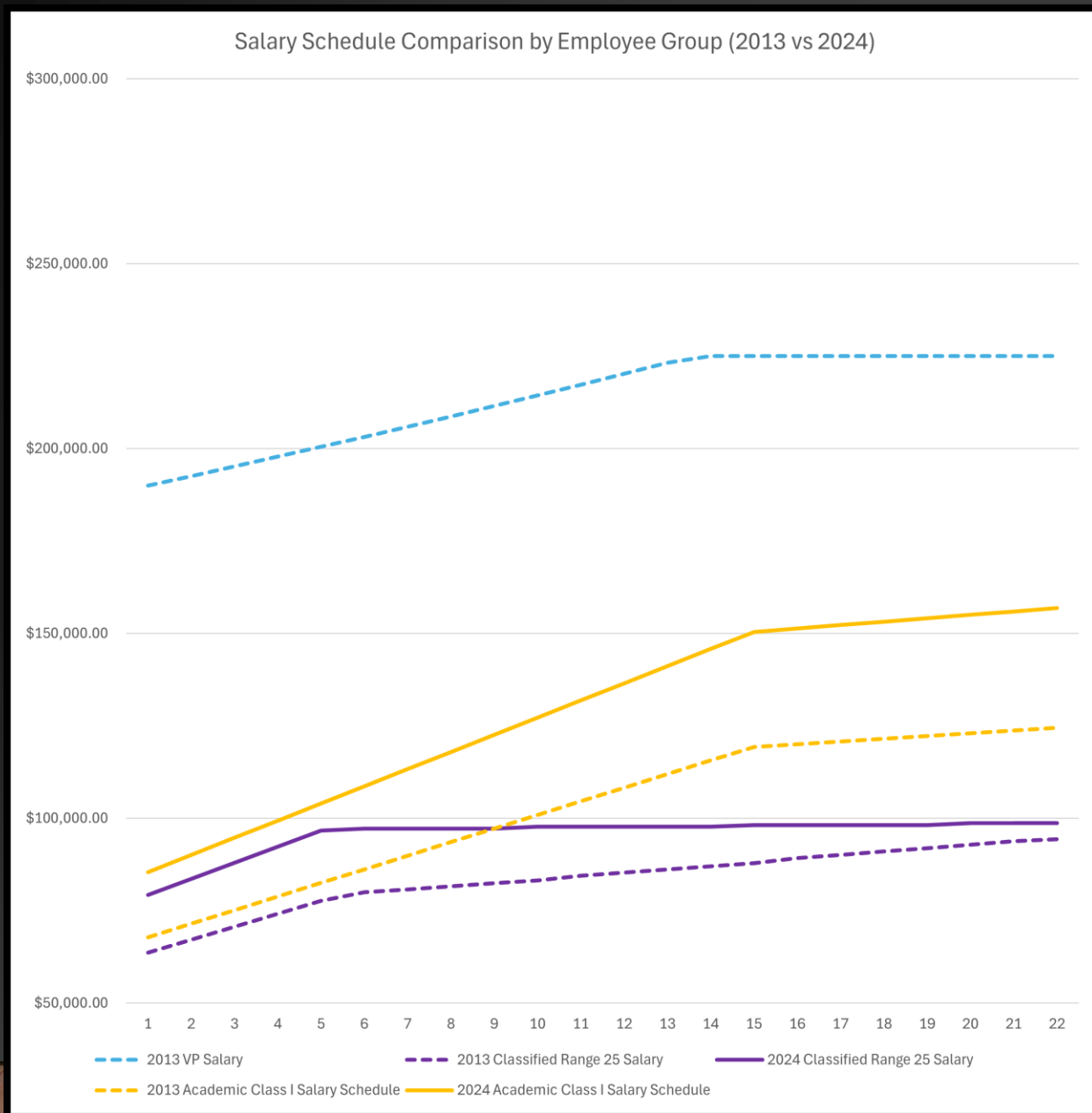
As an outcome of that study, Classified were told that our longevity structure was “**financially unsustainable**” for the district.

Existing employees were allowed to keep the old longevity schedule, but going forward new Classified employees would only have 5 steps of meaningful salary increases, and all longevity steps after 5 years would be severely flattened out.



Even though the **Classified** longevity schedule was deemed “**financially unsustainable**”, no changes to longevity were made for **Faculty**.

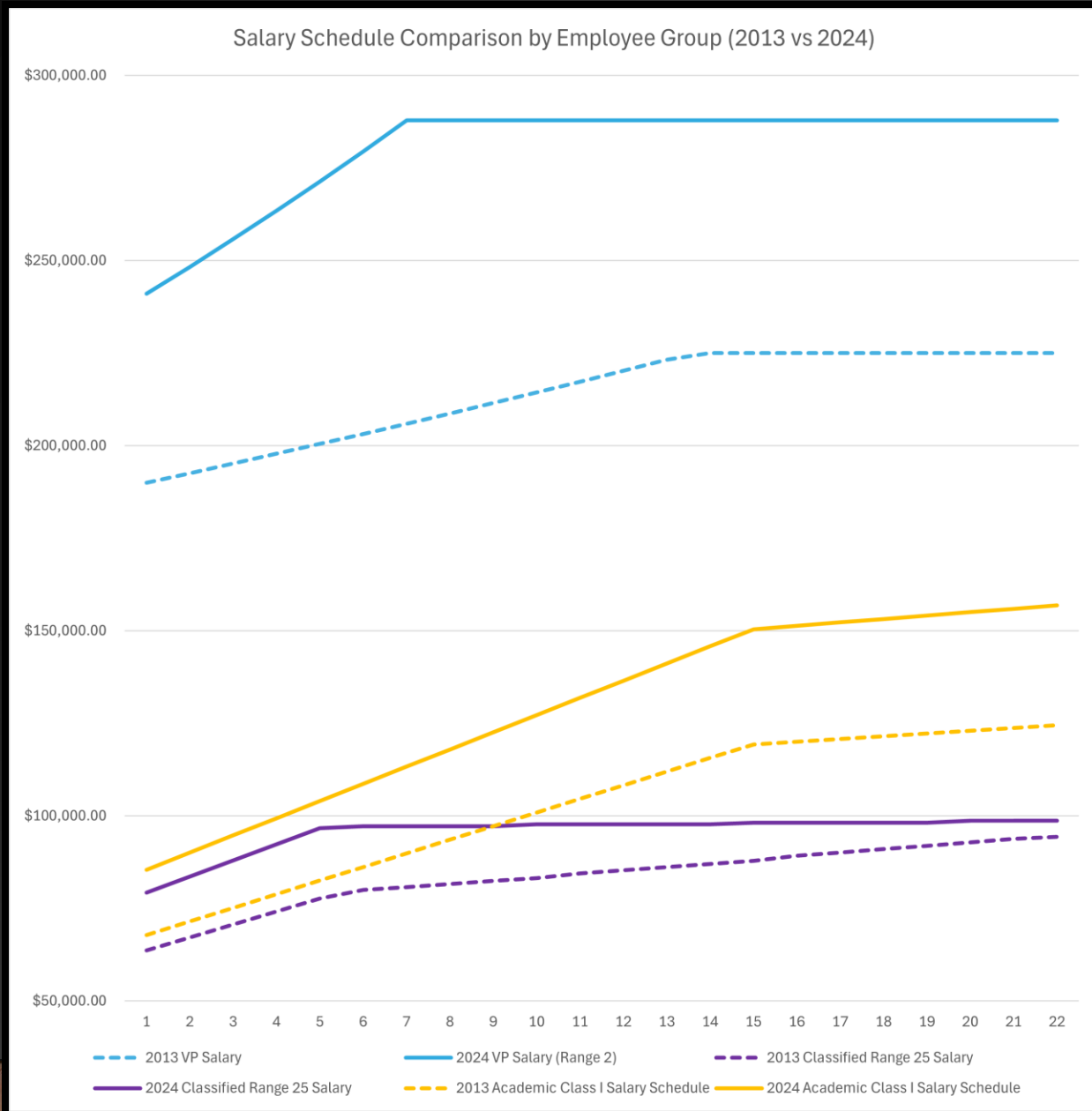
Here is the salary for new **Full-Time Faculty** in 2024...



...and here is the salary schedule for a new **Classified Employee** hired at Range 25 in 2024.

For the first 5 years, the **Classified** earnings track with the **Faculty** earnings, but after year 5 we see how the new longevity schedule severely undervalues the **Classified Employee**.





And here is the salary schedule for a new **VP** hired in 2024 at Range 2 (which didn't even exist in 2013).

It appears longevity was only “**financially unsustainable**” for **Classified Employees**, but for **Faculty** and **VP's** there was plenty of money to continue to pay a generous longevity schedule to new hires.