

Proposal #1

**ARTICLE 16
 VACATION**

Section 2 Accrual Rates.

Years of University Service	Accrual Rate*	Maximum Accumulation
0 through 5 years (10,400 hours of continuous service or proportionate part thereof)	3 minutes/hour	208 hours
6 through 8 years (10,401-16,640 hours of continuous service or proportionate part thereof)	3.75 minutes/hour	260 hours
9 through 12 years (16,641-24,960 hours of continuous service or proportionate part thereof)	5.25 minutes/hour	364 hours
13 through 20 years (24,961-41,600 hours of continuous service or proportionate part thereof)	5.65 minutes/hour	391.7 hours
21 through 25 years (41,601-52,000 hours of continuous service or proportionate part thereof)	6.0 minutes/hour	416 hours
26 - 30 years (52,001-62,400 hours of continuous service or proportionate part thereof)	6.375 minutes/hour	442 hours
31 plus years (all hours after 62,401)	6.75 minutes /hour	468 hours

*Accrual rates and maximum accumulation rates are exclusive of time converted from sick leave, in accordance with Article 17, Sick Leave, Section 3, Sick Leave conversion

Proposal #2

**ARTICLE 19
 SALARY**

A detailed wage proposal will be provided at a later date

Proposal #3

**ARTICLE 20
 INSURANCE**

Detailed insurance proposals will be provided at a later date

Proposal #4

MEMORANDUM OF UNDERSTANDING - VACATION DONATION

Change Memorandum of Understand on Vacation Donation to comply with Board Policy on Vacation Donation Program.

Proposal #5

Eliminate Fitness Incentive Letter

~~**Proposal #6**~~

~~Eliminate -Step Committee Letter~~

REMOVED / NOT PROPOSED
