

As a result of re-opener negotiations for Article 11 (only) held in 2011, the following changes were made to Article 11:

**ARTICLE 11**  
**Direct Compensation**

1. (a) All classified employees on the payroll as of July 1, **2011** with a satisfactory evaluation, will receive a **3%** increase effective July 1, **2011**.  
  
(b) All classified employees **who have completed their initial probationary period** on the payroll as of July 1, **2012** with a satisfactory evaluation will receive a **3% increase** effective July 1, **2012**.  
  
(c) The classified employee salary schedule will be increased **in accordance with 1 (a) and (b) above.**
2. **Payroll Draws.** Bargaining unit members may request, in writing, a draw of up to sixty percent of accrued compensation twice per calendar year. The cost of payroll assessments exclusive of the employee portions of FICA and Workers Compensation insurance will be paid by the College.
3. **Working Out of Classification.**
  - a. The College may temporarily assign an individual to work for not more than ninety (90) days in any fiscal year in a position other than his/her regular permanent classification. **The length of the temporary assignment may be extended by up to an additional ninety (90) days by mutual agreement between the College and the Association.** In the event an employee is assigned to a higher classification and performs the work required to fulfill the classification for a period exceeding five (5) regular working days the employee shall be paid at the higher rate starting with the sixth (6) day. **An employee assigned to work out of classification will be paid an additional five percent (5%) or the minimum of the higher classification, whichever is higher.**

Sections 4, 5, 6 and 7 – Current language

8. **Salary Schedule Reviews.** During negotiations when Article 11 is open, the