

COCC Mediation Proposal – 9/17/26

The College is willing to modify its final offer by making the following adjustments to Article 10:

	Option 1:	Option 2:	Option 3:	Option 4:	Option 5:	Option 6:
PARAMETERS						
Base salary	\$69,000	\$70,000	\$71,300	\$71,750	\$73,000	\$73,760
Steps	15	15	15	15	15	15
Tenure jump (step 4A to 5)	9.7%	9.7%	9.7%	9.7%	9.7%	9.7%
Post-tenure step	3.1%	3.1%	3.1%	3.1%	3.1%	3.1%
Year 2 COLA	4.5%	3.75%	2.75%	3%	3%	2.5%
Year 3 COLA	4.5%	3.75%	2.75%	3%	3%	2.5%
Summer %	70%	70%	70%	60%	55%	55%
Overload %	75%	75%	75%	60%	55%	55%
ADJ %	50%	50%	50%	50%	45%	45%
EFFECTS AND RANKINGS						
Year 1 FT Average increase	9.45%	11.04%	13.10%	13.81%	15.8%	17.00%
Year 1 ADJ increase	13.45%	15.10%	17.24%	17.98%	8.03%	9.15%
Rankings (min; year 10; max)	7; 6; 9	6; 6; 8	4; 5; 7	4; 5; 7	4; 5; 7	3; 4; 7