

1 COUNTER PROPOSAL FROM THE
2 PASADENA AREA COMMUNITY COLLEGE DISTRICT
3 TO THE
4 CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, AND ITS PASADENA CHAPTER 777
5

6 May 20, 2026

7 ARTICLE 23 - SERVICE INCREMENT "LONGEVITY"
8

9
10 ~~A service increment of one additional salary range will be granted after an employee has~~
11 ~~completed seven (7) years of continuous service; a second additional salary range will be granted~~
12 ~~upon completion of ten (10) years of continuous service; a third additional salary range will be~~
13 ~~granted upon the completion of fifteen (15) years of continuous service; a fourth additional salary~~
14 ~~range will be granted upon the completion of twenty (20) years of continuous service; a fifth~~
15 ~~additional salary range will be granted upon the completion of twenty five (25) years of~~
16 ~~continuous service; a sixth additional salary range will be granted upon the completion of thirty~~
17 ~~(30) years of continuous service.~~

18 A service increment of one additional salary range will be granted after an employee has completed
19 seven (7) years of continuous service; a second additional salary range will be granted upon completion
20 of ten (10) years of continuous service; a third additional salary range will be granted upon the completion
21 of fifteen (15) years of continuous service; a fourth additional salary range will be granted upon the
22 completion of twenty (20) years of continuous service; a fifth additional salary range will be granted upon
23 the completion of twenty-five (25) years of continuous service; a sixth additional salary range will be
24 granted upon the completion of thirty (30) years of continuous service.