



OFFICE OF THE PRESIDENT



DR. ROBERTO GUTIERREZ

### **1. Agreement Termination Date (Article 29)**

Change current KCCFA CBA termination date Article 29

#### **FROM:**

A. This Agreement shall be effective on the date that this Agreement is executed by both parties. This Agreement shall terminate on June 30, 2026.

B. Negotiations for a successor Agreement shall begin upon the request of either party on or after December 1, 2025

#### **TO:**

Effective July 1, 2026 this Agreement shall terminate on June 30, 2028.

B. Negotiations for a successor Agreement shall begin upon the request of either party on or after December 1, 2027.

### **2. Overload Pay (Article 14)**

Change overload pay

#### **FROM:**

Overloads: An overload shall be defined as workload credits in excess of forty-five (45) in one academic year for nine (9) month faculty or fifty-six (56) credits for a twelve (12) month faculty. Overloads will not be paid until a faculty member exceeds forty-five (45) (9-month faculty) workload credits or fifty-six (56) credits per academic year (12-month faculty). Compensation for the overload shall be computed at a per-credit rate of eighty percent (80%) of Step 1 on the Full-Time salary schedule (Appendix A) divided by 45 credits for a 9-month faculty or (56) credits for a 12-month faculty and paid at the end of the spring term unless the faculty member requests payment at the end of the term in which the load is taught.

#### **TO:**

Overloads: An overload shall be defined as workload credits in excess of forty-five (45) in one academic year for a nine (9) month faculty or fifty-six (56) credits for a twelve (12) month faculty. Overloads will not be paid until a faculty member exceeds forty-five (45) (9-month faculty) workload credits or fifty-six (56) credits per academic year (12-month faculty). Compensation for the overload shall be computed at a per-credit rate of ninety percent (90%) of Step 1 on the Full-Time salary schedule (Appendix A) divided by 45 credits for a 9-month faculty or (56) credits for a 12-month faculty and paid at the end of the spring term unless the faculty member requests payment at the end of the term in which the load is taught.



### 3. COLA Adjustments (Appendix A)

Full time faculty members COLA adjustments for faculty above step 15 will change from 2.5% to 3.0%.

For Full time faculty below step 15, the COLA will increase an additional .5%.

Steps	2021- 2022	2022- 2023	2023- 2024	2024- 2025	2025- 2026	2026- 2027	2027- 2028
15	75722	78752	80579	82448	84361	86,723	89,150
14	73091	76015	77779	79583	81430	83,709	86,052
13	70551	73374	75076	76818	78600	80,800	83,062
12	68100	70824	72467	74148	75869	77,992	80,176
11	65733	68363	69949	71572	73232	75,282	77,390
10	63449	65987	67518	69085	70688	72,666	74,700
9	61244	63694	65172	66684	68231	70,141	72,105
8	59116	61481	62908	64367	65860	67,704	69,599
7	57061	59345	60722	62130	63572	65,351	67,181
6	55079	57283	58612	59971	61363	63,080	64,846
5	53165	55292	56575	57887	59230	60,888	62,593
4	51317	53371	54609	55876	57172	58,773	60,418
3	49534	51516	52711	53934	55185	56,730	58,318
2	47814	49726	50880	52060	53268	54,759	56,402
1	46152	47998	49112	50251	51417	52,959	54,548

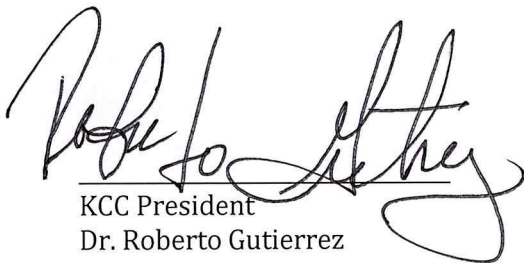


#### 4. Adjunct Pay (Appendix B)


The adjunct pay will increase an additional .5%.

Per-credit	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
2022-2023	627	650	673	697	722	748
2023-2024	642	665	689	713	739	766
2024-2025	657	680	705	730	756	784
2025-2026	672	696	721	747	774	802
2026-2027	690	715	741	768	795	824
2027-2028	709	735	761	789	817	847

Hourly	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
2022-2023	47.04	48.73	50.49	52.30	54.19	56.14
2023-2024	48.13	49.86	51.66	53.52	55.44	57.44
2024-2025	49.25	51.02	52.86	54.76	56.73	58.77
2025-2026	50.39	52.20	54.08	56.03	58.05	60.14
2026-2027	51.78	53.64	55.57	57.57	59.65	61.79
2027-2028	53.20	55.11	57.10	59.15	61.29	63.49

  
KCC President  
Dr. Roberto Gutierrez

6/12/25  
Date Approved

  
KCCFA President  
Troy Lanning

6-12-25  
Date Approved

