The BHE is making this Article XIII financial proposal in accordance with the Ground Rules that require that all proposals, including all financial proposals, be made by June 30, 2021.

Article XIII, Section C, Annual Salary Adjustments:

Year 1. The annual salary rate of every full-time unit member and salaried part-time faculty member who is then employed shall, effective the first pay period of July 2021, be increased by two percent (2%).

In addition, every full-time unit member and salaried part-time faculty member who is then employed will receive a one-time COVID recognition bonus of one and one-half percent (1.5%) of their base salary rate, with a minimum bonus amount of $1,000, to be paid in the second pay period of July 2021.

Year 2. The annual salary rate of every full-time unit member and salaried part-time faculty member who is then employed shall, effective the first pay period of July 2022, be increased by two percent (2%).

Year 3. The annual salary rate of every full-time unit member and salaried part-time faculty member who is then employed shall, effective the first pay period of July 2023, be increased by two percent (2%).

### Article XIII, Section H, Stipend Adjustments:

### Year 1. The part-time rate per credit set forth in Article XIII H(3) shall be increased by two percent (2%), effective the first pay period of July 2021.

### Year 2. The part-time rate per credit set forth in Article XIII H(3) shall be increased by two percent (2%), effective the first pay period of July 2022.

### Year 3. The part-time rate per credit set forth in Article XIII H(3) shall be increased by two percent (2%), effective the first pay period of July 2023.