

College Bargaining Proposal 3
October 28th, 2019

SUMMARY

Term	
Length of Full Agreement	Five years; July 1 2019 – June 30 2024
Length of Economic Agreement	Three years; July 1 2019 – June 30 2022
Salary	
Salary Schedule Adjustment	<p>The College proposes a one percent (1.00%) salary schedule adjustment effective July 1, for the year 2019-2020. The college proposes a one and a quarter percent (1.25%) salary schedule adjustment effective July 1, 2020 for the year 2020-2021 and a one and a quarter percent (1.25%) salary schedule adjustment effective July 1, 2021 for the year 2021-2022.</p> <p>The College proposes a 5% increase to parttime head coach stipends effective July 1, 2019 and another 5% increase on July 1, 2021.</p>
Steps	<p>The College proposes a fulltime faculty “step freeze” for the 2019-2020 fiscal year. Step increases for 2020-2021 shall be awarded as follows: half step increment effective July 1, 2020 and second half step increment effective January 1, 2021. Step increases for 2021-2022 shall be awarded as follows: half step increment effective July 1, 2021 and second half step increment effective January 1, 2022.</p> <p>A half-step shall in the amount of 1.875% shall be added to the top of the fulltime salary schedule on July 1, 2021.</p> <p>No changes to current parttime faculty step advancement language.</p>
Calendar	The College proposes an increase non-instructional work days from 5 to 6. The College proposes to increase FT faculty salary schedule commensurate with increased work days (approximately 0.6%)

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Benefits	
Health Insurance	No proposed changes.
Employer Section 125 Contribution	The College proposes to “sunset” College (employer) contributions to employee section 125 flexible spending accounts effective January 1, 2021. No faculty employees will be eligible for College (employer) contributions to the section 125 flexible spending plans effective with the 2021 calendar year.
Health Clinic	The College proposes elimination of Article 33.6. No contracted or part-time faculty shall be eligible to access health care services through the College Student Health Clinic.
Other Interests	
Number of FT Faculty	The College proposes increasing the number of budgeted contracted FT faculty to 206 in 2020-21 and 209 in 2021-22.
Evaluations	The College proposes language to streamline the evaluation process and clarify timelines, committee composition, and indices to be used. The College also proposes a joint review (with LCCEA) and update of the Evaluation Handbook
Professional Development	<p>The College proposes language requiring the completion and documentation of at least 12 hours of professional development focused on diversity/Cultural competence/social justice over a three-year period.</p> <p>The College proposes new language tying the Curriculum Development rate to PT Salary schedule. Proposed language changes to reflect that CD pay is intended for PT faculty only.</p>
Workload	The College proposes language that recognizes faculty as exempt employees (ORS 653.020) and explicitly defines the expectation for contracted faculty work versus parttime faculty work.
Statutory	The College has proposed language changes to certain Articles in the Collective Bargaining Agreement in order to become compliant with recent changes to statute.