

## ARTICLE 26 - SALARY

### 26.1 General

26.1.1 The 2017—2018 salary schedules **for each year** herein included shall be the official salary schedules for the employees and shall not be deviated from except through mutual consent of the Association and the College.

26.2.7 **One step 3.75% shall be added to the top of all faculty salary schedules on July 1 of each year and the bottom step shall be dropped.**

#### Cost of Living Adjustments

26.2.8 Cost of living adjustments will be based upon the U.S. CPI-U All Cities, All Items, Non-Seasonally Adjusted (Series ID: CUUR0000SA0), January to January changes, according to the Bureau of Labor Statistics, February releases, except as follows in 26.2.8.1. COLAs are effective and applied to salary schedules on July 1 each year.

26.2.8.1 ~~For the 2022-2024 years only, 2.25% shall be applied to the salary schedules on July 1 of each year. For the 2025-2026 year only, after the 26.2.8 COLA is applied to all faculty salary schedules, an additional 3.01% shall be added to partially compensate for inflation in excess of salary schedule adjustments.~~ *New proposal*

See the Contracted Faculty Salary Schedules below.

### 26.3 Contracted Student and Staff Health Clinic Nurses/Athletic Trainer

26.3.1 Any person who is employed more than half time as Health Nurse or Athletic Trainer shall be paid from the contracted salary schedule in a ratio directly proportionate to the percentage of his/her employment.

26.3.2 The rate of pay for each day within the work year shall be equal. Employees not assigned to work a fourth quarter but who are required to work beyond the contract year shall be compensated for such additional working days at their individual per diem rate.

26.3.3 Employees assigned to work an overload (more than 1.0 FTE) shall be compensated for such additional load(s) at an amount equal to their regular rate.

- 26.3.4 If nurses or athletic trainers instruct classes and work beyond 1.00 FTE, they shall receive eighty-five percent (85%) of the appropriate contracted faculty salary.
- 26.3.5 **Nurse Practitioner Work Year:** Nurse **Practitioners** in the Student/Staff Health Clinic may voluntarily choose to work beyond the normal work year as defined in Article 9, if the College identifies such a need. Those working beyond the normal work year shall be compensated for such additional working days at their individual per diem rate.

## 26.4 Part-time Faculty

### General

- 26.4.1 Pay for persons employed on a contact hour basis shall be equated to the following:
  - 26.4.1.1 Monthly pay = term FTE x monthly pay cycle gross  
Monthly pay cycle gross = per credit rate x 15 credits per term / 3 months per term  
Term FTE = credits assigned / full-time department credit workload
  - 26.4.1.2 For persons employed on a contact hour basis, the above formulas apply with  
Term FTE = contact hours assigned / full-time department workload
- 26.4.2 Part-time employees shall be paid on a credit hour rate provided for in the official salary schedules included in this contract.
  - 26.4.2.1 Writing instructors shall receive 1.25 credits per credit hour of writing assigned.

### Step Increases

- 26.4.3 Step advancements shall be made under the criterion of one (1) step advancement per accumulation of twenty-one (21) credit hours or the equivalent at LCC.

### Cost of Living Adjustments

- 26.4.5 Annual cost of living adjustments will be based upon the U.S. CPI-U All Cities, All Items, Non-Seasonally Adjusted (Series ID:

CUUR0000SA0), January to January changes, according to the Bureau of Labor Statistics, February releases, except as follows.

~~26.4.5.1 For the 2022-2024 years only, 2.25% shall be applied to the salary schedules on July 1 of each year.~~

26.4.6 The part-time faculty salary schedules will be restructured as follows.

26.4.6.2 **Part-time Faculty Parity Adjustments.** *The part-time faculty salary schedule shall be replaced with a new salary schedule where each step corresponds to pay parity with contracted faculty. Pay parity is defined as 85% of contracted faculty salary for 55 days each term.*

*New proposed language.*

**26.4.6.2.1 New Salary Schedule Placement.** *Part-time instructors shall be placed at their same step on the new salary schedule before any advancements on July 1, 2025.*

See the Part-time Faculty Salary Schedules below.

## 26.5 Flight Instructors, Part-time

### 26.5.1 Placement Requirements for Flight Instruction: **Level 1 Entry Step Category 1**

- A. Commercial Pilot Certificate
  - 1. Airplane single engine land, instrument airplane, OR
  - 2. Rotorcraft helicopter, AND

- B. Flight Instructor Certificate
  - 1. Airplane single engine land, OR
  - 2. Rotorcraft helicopter, appropriate safety course completed

- C. Certified Flight Instructor—Instrument Certificate

### 26.5.2 Placement/Advancement Requirements for Flight Instruction: **Level 2 Entry Step Category 2**

Qualifications for **Level Entry Step Category 1** PLUS:

A. Flight Instructor

A. 1000 hours flight instruction given **or CFII earned (second "I" earned) or Multi-Engine Instructor Instrument (MEI)**

*New proposed language*

1. Airplane must have **carried a student load of at least five (5) students for at least five (5) terms**, recommended at least thirty-six (36) stage checks under 14 CFR Part 141 and/or certification for a rating or certificate under 14 CFR Part 61, of which at least thirty (30) must have passed on their first attempt.

2. Must hold a Certified Flight Instructor Instrument Certificate.

B. Rotorcraft Helicopter

1. Must have recommended at least twelve (12) students for and passed a 14 CFR Part 61 checkride.

**26.5.3 Placement Requirements for Flight Instruction: Entry Step Category 3**

**Qualifications for Entry Step Category 2 PLUS:**

**B. Flight Instructor – additional 1000 hours flight instruction**

**given OR Multi-Engine Instructor Instrument (MEI)**

*New*

**26.5.3 Initial Level and Step Placement and Step Advancement**

**26.5.3.1** Initial level **step** placement for flight instruction will be made according to the requirements in **26.5.1 and 26.5.2 and 26.5.3** of this agreement. Initial placement for classroom instruction will be made according to the requirements of Article 30 of this Agreement.

**26.5.3.2** Advancement to Level 2 will occur at the beginning of the term following completion of the requirements for that level under Article 26.5.2, or Article 30 of this Agreement. When an employee is advanced on the salary schedule to the next higher level, he/she will be placed at the next higher dollar amount at the new level, plus one step. Level changes shall not affect eligibility for step increases.

26.5.3.1 Initial additional steps shall be awarded for initial placement for flight instruction will be based on the following civilian CFI experience, ***up to a maximum of five steps:***

*New*

26.5.3.1.1 Every 500 hours ~~dual~~ flight instruction given increases pay 1 step.

26.5.3.1.2 Other FAA certificates (***if not used in entry step category placement***): Airframe Certificate and Powerplant Certificate; or Airline Transport Certificate (ATP); or MEI Certificate (Multi-Engine Instructor); ***or CFI (second "I" earned)*** increases pay 1 step.

26.5.3.2 Step advancement for flight instruction salary schedules shall occur following each 500 hours of instruction time, including flight, simulator and ground instruction, or the accomplishment of the FAA certification listed in 26.5.3.3.2. Step advancement for classroom instruction shall be earned in accordance with Article 26.4.2. Hours used for initial step placement cannot be used for step advancement. Step advancement will occur at the beginning of the term following completion of the requirements for that advancement.

26.5.3.3 Applicants for initial level/step placement or level advancement must provide verifiable documentation.

26.5.4 ***Wage Schedule. The Flight Tech Part-time Faculty Salary Schedules will be eliminated, and all part-time flight tech faculty will be placed on the part-time faculty salary schedule per***

~~26.5.5.1. A new flight instructor salary schedule shall be established and implemented as agreed to between the Association and the College (enclosed). For 2016-2017, the new flight instructor salary schedule shall be increased by 1.5% effective July 1, 2016. For 2017-2018, the flight instructor salary schedule shall be increased by 1.0% effective July 1, 2017. Wages for part-time flight instructors shall be adjusted by the same cost of living adjustments and salary schedule adjustments that apply to part-time faculty (see Articles 26.2.7 and 26.4.4). For the 2016-2017 and 2017-2018 years respectively, all part-time flight tech instructors who worked during the year and were at the top step on June 30, 2016 and/or June 30, 2017 shall receive a "top step stipend" of \$500 and/or \$600 respectively.~~

26.5.4.1 ***New Existing Part-time*** Salary Schedule Placement for Flight instructors. Current part-time flight instructors shall be placed on the ***part-time*** salary schedule outlined in ***26.4 according***

***to the correct entry step category and initial step placement outlined in 26.5.1 through 26.5.4 and advanced one step for each step and level change earned since date of hire (and not included in initial placement outlined in 26.5.1 through 26.5.4).***

#### **26.5.4.2 Flight Instruction**

**26.5.4.2.1** Dual Flight/Simulator/Ground instruction: 1.00 hour at their regular hourly rate (~~Level and Step~~) for each hour of instruction.

**26.5.4.2.2** Solo dispatch: 0.35 hour at their regular hourly rate flight rate (~~Level and Step~~) for each flight hour of the solo dispatched.

**26.5.4.2.3 Safety check: 0.2 hour at their regular hourly rate for safety of flight check for each flight.**

**26.5.4.3** Classroom instruction shall be based on the part-time salary schedule of Article 26.

**26.5.4.4** For assigned duties and activities, ***including time for student scheduling***, other than flight instruction, ground instruction, classroom instruction, or grade report preparation, employees shall be compensated at ***their regular hourly rate***. ~~Level 1, Step 1. (This rate shall not apply to the in-service hours scheduled pursuant to Section 9.3 of this Agreement)~~

**26.5.4.5** The length of time spent on instruction is recorded in units of 1/10 hour.

**26.5.4.6 Cancellations:** For each scheduled flight lesson that is cancelled by the student without adequate notice (less than four hours advanced warning to the instructor) or if the student is so late that a lesson cannot be completed, the instructor will receive two hours of pay at the instructor's regular level and step rate. ***For each scheduled flight lesson that is cancelled unexpectedly due to unforecasted weather that falls below the TCO (Training Course Outline) minimums and that is not reschedule as ground instruction time, the instructor will receive two hours of pay at their regular rate. For each flight lesson that is cancelled that was scheduled for four hours or longer, the instructor will***

*New*

***receive two additional hours of pay at their regular rate for a total of four hours.***

26.5.4.7 One hour at the curriculum development rate shall be paid each term for grade report preparation.

**26.5.4.8 Assistant Lead**

*New language*

When a Part-Time instructor is Assistant Lead on Duty they are considered on-call and are not required to be onsite. Part-Time instructors acting as Assistant Lead on Duty shall be paid hourly for all hours on call.

26.5.5 **Proficiency Time (pro-time).** Depending on the availability of aircraft and student needs, instructors shall be entitled, upon request, to up to one and one-half hours per month pro-time in a type of aircraft appropriate to the instructors' current assignments. If an instructor is assigned to instruct in an aircraft for which proficiency has not been maintained, additional pro-time shall be provided as necessary. Student needs shall always be given priority in the scheduling of pro-time.

26.5.6 Except when filling budgeted contracted positions, flight instructors shall be considered "part-time" regardless of hours worked.

26.5.7 **Insurance Benefits.** Flight instructors can establish ***and maintain*** eligibility for negotiated part-time insurance benefits by:

26.5.7.1 working at least an average 135 hours in each of two consecutive terms and being scheduled to work the third term; insurance coverage will take effect at the beginning of the third term, or

26.5.7.2 working at least 405 hours over four consecutive terms and being scheduled to work the fifth term. Insurance coverage will take effect at the beginning of the fifth term.

***26.5.7.3 Flight instructors will maintain eligibility for negotiated part-time insurance by: working at least 88 hours each consecutive term or by working a total of 528 hours over at least two of the four terms per academic year.***

26.5.8 Depending on its availability and student needs\*, the simulator will continue to be available for use by instructors at no charge to the instructor. (\*student needs shall always be given priority.)

26.5.9 **Emergency Leave.** Flight instructors shall be provided emergency leave pursuant to Sections 21.2 through 21.2.4. Pay shall be at the rate of 1.0 hour of flight time for each student who was on the schedule for each day missed due to this leave.

26.5.10 **Holidays and College Closure Days.** If a holiday listed in Article 9 **or any College Closure day** falls on a work day for any flight instructor, the instructor shall receive two (2.0) hours flight instruction pay for each student normally scheduled for that day **or may choose to work and shall be paid at two (2X) times their regular flight pay.**

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## 26.6 Head Coaches, Part-time

26.6.1 **Status.** Except when filling budgeted contracted positions, head coaches shall be considered "part-time" regardless of hours worked.

26.6.2 **Head Coach Annual FTE.** Annual FTE for part-time head coaches shall be calculated by using the following formula: Annual FTE =  $(0.6 \times \text{official NWAC playing season weeks})/33 + (0.15 \times 11)/33$ . Annual FTE shall be adjusted by a load credit multiplier of 1.1 for traveling team roster sizes routinely in excess of 40.

26.6.2.1 **Playing Season.** Weeks of official playing season for each sport determined by NWAC official calendar. Weeks are defined as Sunday through Saturday. Weeks are counted as a full week if one day of playing season falls within the week.

26.6.2.2 The formula in 26.6.2 shall be used to determine the annual FTE for head coaches of any new sports.

26.6.2.3 For example, the FTE based on this formula shall be the following for the 2019-2020 **2024-2025** year:

Volleyball: 0.377 **0.565**

Soccer: 0.359 **0.535**

Cross Country: 0.359 **0.505**

Basketball: 0.577 **0.777**

Baseball: 0.577 **0.898**

Track: 0.435 **0.755**

26.6.3 **Head Coach Stipend.** Head coach annual stipends will be calculated based on the head coach part-time FTE calculation from 26.6.2 and the contract days established in Article 9.1.

26.6.3.1 **Head Coach Stipend Formula.** The stipend for part-time head coaches shall be re-calculated effective July 1, 2019 2025 by using the following formula: Annual Stipend = Head Coach Annual FTE x Contract Days x 240 **on the new part-time faculty salary schedule established in 26.4.6.2.**

26.6.3.2 **Head Coach Stipend Adjustments.** The stipends shall be adjusted by the COLA **and any Part-time Faculty Pay Parity Adjustments** applied to the part-time faculty salary schedule July 1 each year.

## 26.9 Annual Separation Incentive for Contracted Faculty

**26.9.1 Eligibility.** This voluntary separation from employment incentive shall be limited to contracted faculty (F-1, .501 – 1.0 FTE) who will be at least 55 years of age in any calendar year. In order to be eligible, faculty must be currently active on payroll for the current fall term and must have been hired into a faculty position at LCC no later than ten years prior to the current.

*New*  
*aligns  
w/prior  
agreement  
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**26.9.2 Incentive.** The voluntary separation incentive shall include a one-time-only payment equivalent to **14.4% three months at their current step on the 10-month pay schedule** of the current contracted salary schedule to eligible and voluntarily separating contracted faculty to fully separate from contracted employment with the College by or before June 30 of the subsequent calendar year or **19.2% to two months at their current step on the 10-month pay schedule** of the current contracted salary schedule to fully separate from contracted employment with the college by or before December 31 of the subsequent calendar year.

**26.9.3 Notice.** Contracted faculty desiring to access this voluntary separation incentive must have their written and signed notification of voluntary separation from college employment received by the Lane Human Resource Department by or before November 1 of each Fall term. Establishing such receipt by the College is the responsibility of the faculty member accessing the incentive. Such written and signed separation notifications of voluntary employment separation are irrevocable. Contracted faculty who voluntarily separate from employment under this agreement are not eligible for unemployment insurance benefits from the College. The Lane Community College Human Resource Department will provide a voluntary employment separation form that must be completed and received by the College Human Resources by or before the end of the work day on November 1 of each Fall term.