

# **LCCEA Package Proposal**

March 31, 2022

## ARTICLE 9 - CALENDAR

9.1 **Work Year.** Employees contracted to work a three (3) term year shall work ~~one hundred seventy-one~~ **one hundred seventy five** days as scheduled by the College. The ~~174~~ **175** days include 165 instructional days, and ~~six (6)~~ **ten (10)** non-instructional days. (The contracted faculty salary schedule shall be increased commensurate with the number of increased work days.)

9.1.1 The work year shall consist of Fall, Winter, and Spring terms unless agreed to by the individual faculty member, the Association, and the College.

9.1.2 Summer term may include assignments of varying lengths as scheduled by the College that total the faculty member's usual credit assignment for a term, are consistent with Article 35 and college workload practices, and are agreed to by the individual faculty member, the Association and the College.

### 9.2 **Non-instructional Days**

9.2.1 **Non-instructional Days - Contracted.** ~~Six~~ **Ten** non-instructional days may be scheduled by the College for contracted faculty prior to the beginning of classes each fall term. ~~Four~~ **Seven** of the non-instructional days shall be assigned for Fall in-service activities as described in Article 9.3. The remaining ~~two~~ **three** non-instructional days that fall outside of fall in-service may be scheduled and assigned by mutual agreement of the faculty member and her/his manager. In addition to these five non-instructional days, one (1) day of in-service shall be scheduled during the Winter or Spring term.

9.2.1.1 ***The last day to register to vote and election day shall be paid, non-instructional working days for the purpose of a teach-in, voter registration, and education of students and the community to further the goals of a participatory democracy, including civic engagement and voting rights.***

9.2.2 **Non-instructional Days - Part-time.** Each part-time faculty member shall be compensated for attendance of a maximum of ~~thirty-two (32)~~ **sixty (60)** hours of college-wide in-service scheduled activities every academic year. Part-time faculty will be compensated at their hourly rate for all hours attended. ***Eight of these hours shall be limited in use for student outcome assessment activities.***

9.2.2.1 Up to a maximum of ~~twenty-four (24)~~ **twenty eight (28)** hours of in-service attendance for part-time faculty members shall be compensated each year prior to or during the fall term if the employee works as a member of the bargaining

unit during fall term. These hours will typically be scheduled prior to and contiguous with fall term. The primary purpose of these hours is for in-service attendance. Part-time faculty members not utilizing all ~~twenty-four (24)~~ **twenty eight (28)** hours during in-service may use any and all remaining hours for meeting attendance and/or on campus workshops and trainings prior to the end of the next Spring term. Faculty members shall report such activities via their electronic time sheet.

9.2.2.2 Up to an additional ~~eight (8) hours sixteen (16)~~ **thirty-two (32)** of in-service attendance for part-time faculty members shall be compensated by the College each year for part-time faculty in ~~either~~ **at the rate of sixteen (16) hours per term** in the winter ~~or~~ **and** spring terms if the employee works as a bargaining unit member during the term the in-service is held. This additional time for part-time faculty in-service shall be scheduled for a college-wide activity or event and is not available for a discretionary assignment. The primary purpose of these hours is for in-service attendance. Part-time faculty members not utilizing all ~~eight (8) sixteen (16)~~ **thirty-two (32)** hours during in-service may use any and all remaining hours for meeting attendance and/or on campus workshops and trainings any time during the current academic year. Faculty members shall report such activities via their electronic time sheet.

9.2.2.3 Whenever part-time faculty are scheduled by a college department or division manager for in-service activities that are not related to college-wide functions, such part-time faculty shall be compensated at their hourly rate of compensation.

9.2.2.4 When scheduling in-service hours for part-time employees, the College shall be considerate of the employee's obligations not related to his or her Lane Community College assignment.

9.2.2.5 ***The last day to register to vote and Election shall be paid non-instructional days for the purpose of a teach in and education of students and the community to further the goals of a participatory democracy.***

9.3 **Fall In-service.** ~~Fall in-service shall be held on the Tuesday, Wednesday, Thursday, and Friday immediately prior to the first week of classes in fall term.~~ Fall in-service shall be held on the **Thursday, and Friday afternoon** (i.e. ~~ten~~

*eleven days prior to the beginning of Fall term), Monday, Tuesday, Wednesday, Thursday, and Friday immediately prior to the first week of classes in fall term. Monday shall be scheduled for student outcomes assessment activities. Tuesday morning shall be scheduled for professional development activities, mutually planned, agreed to, and implemented by a committee including no less than three faculty members, including the Faculty Professional Development Coordinator and selected by the Faculty Professional Development Oversight Committee. Wednesday morning may be scheduled by departments/divisions for faculty meetings; Tuesday afternoon may be scheduled for faculty sabbatical reports. Thursday morning may be scheduled by the College for the President to meet with the faculty. Thursday afternoon may be scheduled by the Association for an All Faculty Meeting; no other faculty events may be scheduled during the All Faculty meeting. **The first Thursday**, Wednesday afternoon, and **both Fridays** shall be class prep days; no other required activities may be scheduled for faculty members on class prep days.*

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- 9.4 **Faculty Connections.** Faculty Connections is a faculty-organized orientation of new faculty members. Faculty Connections shall be held the Monday **and/or Tuesday** immediately prior to Fall in-service or as determined by the Faculty Connections Steering Committee.
- 9.5 **Calendar Preparation.** The scheduled work year shall include those holidays recognized as paid holidays by the College that fall within the teaching calendar. A copy of the proposed calendar will be sent to the Association for its review and recommendations prior to its official adoption by the Board.
- 9.6 **Recognized Paid Holidays Listed.** The following holidays will be recognized by the College as paid holidays if the employee's contract incorporates such days so that he/she is required to work the last day preceding and the first day following the holidays, excluding weekends: **Juneteenth, Indigenous People's Day**, Veterans' Day; Thanksgiving Day, and the following Friday; Martin Luther King, Jr.'s Birthday; President's Day; Memorial Day; New Year's Day; 4th of July; Labor Day; Christmas Eve; Christmas Day; and the day following Christmas. When Christmas falls on Wednesday, the following two (2) days are observed as holidays instead of the last working day before and the first working day after Christmas day. **Two paid floating holidays shall be added for individual faculty use for religious and/or cultural celebrations or holidays not recognized as official holidays by LCC.**
- 9.7 **Calendar Modification.** If during the term of this Agreement, the College proposes an academic calendar that does not provide vacation periods of: a) two (2) weeks between fall and winter; b) one (1) week between winter and spring; and c) one (1) week between spring and summer, then such proposal shall be subject to negotiations upon request by the Association.

## ARTICLE 19 - TUITION WAIVER

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- 19.4 **Family Tuition Waiver.** The number of courses waived for members of faculty families shall be no less than for members of families of employees in any other college employee group. Changes in eligibility requirements or the number of courses waived due to the above will be instituted immediately, and the College and the Association will meet timely to assess the situation. Tuition is waived for appropriately certified eligible family members of LCC employees who qualify for regular employee tuition waivers.

19.4.1 Family members eligible for faculty tuition waivers are IRS dependents and children for whom the employee is a legal guardian: "spouse" includes eligible domestic partners of either gender, ***step and foster children, children of domestic partners of any gender, members of the immediate household whose official residence is the same as that of the employee, persons for whom the employee is legally or financially responsible, and persons who are dependent upon the employee for care. Step and foster relationships shall be inclusive of non-married domestic partners of any gender.***

- 19.7 **Course/Class Fees and Transportation Fee Exempt Sections.** Use of tuition waivers shall include an exception from the transportation fee for ***all classes*** ~~specific classes related to the College Wellness Program. Consistent with this provision, there shall be a minimum of six (6) classes provided as exempt from the transportation fee per academic year. These classes shall be identified prior to each term by mutual agreement between the College and the Association, and the College shall communicate information about registration for all such transportation fee exempt classes to all employees via e-mail. Other than the sections/classes specifically exempted from the transportation fee, tuition waivers shall cover only tuition and tuition waivers shall not include class/course fees, project material costs, or other related fees and costs. It is the responsibility of the person registering for the class(es) and using the tuition waiver to correctly register for such classes using the prescribed process.~~

- 19.7.1 ***Transportation Pass. All active faculty members shall be provided an LTD bus pass each term.***

## ARTICLE 20 - LEAVES WITHOUT PAY

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### 20.4 Parental Leave

20.4.1 A parental leave (for maternity, paternity or adoption) to a maximum of one (1) year shall be granted without compensation to an employee who is pregnant or has given birth to a child, who is taking care of a pregnant partner or newly born child, or who is engaged in an adoption or establishment of an adoption relationship. ***Parental leave shall be inclusive of newly fostered children.***

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20.5 **Care for Parents.** Leaves for care for their own infirm parents, or those of their spouse, will be provided in the same manner as parental leaves in this Article. ***Parents shall be inclusive of grand, step, and in-law relationships for spouse or domestic partner of any gender.***

20.6 **Family Medical Leave.** Family medical leave shall be allowed in accordance with State and Federal statutes and relevant Oregon Bureau of Labor administrative regulations. The College shall comply with state and federal family medical leave guidelines concurrently in a manner that affords the employee the maximum allowable benefit of accrued leave and family medical leave. Note the definition of "immediate family" in Article 21.2.2. Faculty may use accrued sick leave consistent with the Oregon Family Medical Leave Act (OFLA) consistent with COPPS Procedure: Leaves With and Without Pay.

***20.6.1 The College shall pick up the employee portion of the payroll deduction associated with the Oregon Paid Family and Medical Leave Insurance (PFMLI).***

***20.6.2 Employees may elect to use accrued sick leave or other paid leave balances to cover the portion of wages not paid by the Family and Medical Leave Insurance plan.***

20.7 **Notice Regarding Leaves of Absence and PERS.** The employee is responsible for assessing the impact of any leave of absence plans on their PERS eligibility and status.

## ARTICLE 21 - LEAVES WITH PAY

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### 21.2 Emergency Leave

21.2.1 In case of death, serious illness or accident in the employee's immediate family, the employee shall be granted up to five (5) days leave with pay.

21.2.2 For the purposes of this Article, immediate family includes: parents (~~including step~~), spouse or domestic partner, children (~~including step and foster~~), siblings, mother- or father-in-law, son- or daughter-in-law, sister-in-law, brother-in-law, grandparents, grandchildren, **aunts, uncles, cousins**, members of the immediate household whose official residence is the same as that of the employee, persons for whom the employee is legally responsible, and persons who are dependent upon the employee for care. **Step, foster, and in-law, great-, and great-great shall be included for all categories above. Step and in-law relationships shall be inclusive of non-married domestic partners of any gender.**

21.2.3 The employee shall provide the earliest possible notice of his/her absence to the College and following his/her return to duty, he/she may be required to submit written validation of the reason or the leave.

21.2.4 It is here explicitly recognized that when an emergency renders an employee incapable medically or emotionally of working, sick leave may be used.

21.2.5 ***In the case of both serious illness and death, the employee shall be granted up to five (5) additional days leave with pay for bereavement.***

21.3 **Personal Leave.** Contracted faculty shall be granted up to three (3) days, to be used in one-half day increments based upon FTE, personal leave with pay to be used subject to the conditions outlined below in 21.3.1 – 21.3.3.

Part-time faculty who are actively assigned to teach starting in Fall term shall be granted one (1) day (8 hours), to be used in one-half day increments, personal leave with pay. Part-time faculty who do not start teaching until Winter or Spring terms in a given year shall be granted one-half (1/2) day (4 hours) personal leave with pay, to be used in one-half day increments. Personal leave with pay is to be used subject to the conditions outlined below in 21.3.1 – 21.3.3.

21.3.1 At least two (2) days notice is given prior to taking personal leave. Exceptions may be allowed by the College when circumstances make prior notice impractical.

21.3.2 Personal leave is not intended to be used for Association business.

21.3.3 Personal leave is not intended to be used for recreational purposes or to extend holiday or vacation periods unless required by personal business.

**21.3.4 *The value of unused personal leave (i.e. hourly salary times number of hours of unused personal leave) shall be reimbursed to faculty members at the end of each academic year.***

21.4 **Return From Paid or Unpaid Leaves.** The College shall not be obligated to return an employee from leave at any time except as agreed to at the time the leave was granted.





23.14 **Curriculum Development Rate**

- 23.14.1 The curriculum development hourly rate shall be ~~\$30.00~~ **\$35.63 effective July 1, 2022** and shall not be awarded for regular, routine course updates to contracted faculty but may be for part-time faculty. ***The curriculum development hourly rate shall be increased by the same percentage applied to contracted faculty salary rates (i.e. COLA adjustment) each year on July 1 beginning July 1, 2023.***

## ARTICLE 26 - SALARY

### 26.1 General

26.1.1 The 2017—2018 salary schedules **[TBD]** 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.

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### Salary Increases

26.2.5 Step increases shall be granted annually, except as provided in Article 26.2.6.1.

26.2.5.1 Faculty members returning from professional leaves approved by the College Vice President and Association President shall receive salary step increases that they would have earned had they not been on leave. Such leaves shall include leaves to serve as a temporary department chair/manager, unpaid professional development leaves, leaves to run for/serve in political office, and other academic and professional leaves.

26.2.6 Step increases after the expiration of this Agreement shall be granted.

~~26.2.6.1 On a one-time only, non-precedent setting basis, step increases shall not be granted for 2019-2020.~~

26.2.7 **One and** a half-steps in the amount of ~~1.875%~~ **5.625%** shall be added to the top of the salary schedule on July 1, 2022~~1~~ and the bottom half-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 2019-2022 years only, COLAs shall be applied to the salary schedules on July 1 as follows: 1% on July 1, 2019; 1.25% on July 1, 2020, and 1.5% on July 1, 2021. July 1, 2019.~~

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 2019-2022 years only, COLAS shall be applied to the salary schedules on July 1 as follows: 1% on July 1, 2019; 1.25% on July 1, 2020, and 1.5% on July 1, 2021. July 1, 2019.~~

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

26.4.6.1 ***The part-time faculty salary schedule shall be replaced with a new salary schedule where each step corresponds to 85% of the contracted faculty salary schedule for the corresponding step. The bottom step on the part-time faculty salary schedule shall be dropped, and steps shall be renumbered. Part-time faculty currently on step 1 shall move to current step 1.5 before it is renumbered.***

***26.4.6.1.1 New Salary Schedule Placement. Part-time instructors shall be placed on the new salary schedule outlined in 26.4.6.1 at the next highest pay level prior to COLA adjustment and any step advancements.***

26.4.6.2 Whenever steps or half-steps are added to the top of the contracted faculty salary schedule and/or whenever steps or half-steps are removed from the

bottom of the contracted faculty salary schedule, commensurate additions and/or removal of steps or half-steps shall be made to the part-time faculty salary schedule.

- 26.4.6.2 ~~Part-time Faculty Parity Adjustments. The 2019-20 part-time faculty salary schedule shall be adjusted by 2.0% after COLA is applied. The 2020-21 part-time faculty salary schedule shall be adjusted by 2.5% after COLA is applied. The 2021-22 part-time faculty salary schedule shall be adjusted by 3.0% after COLA is applied. All parity adjustments are effective July 1 each year.~~

See the Part-time Faculty Salary Schedules below.

## 26.5 Flight Instructors, Part-time

### 26.5.1 Placement Requirements for Flight Instruction: Level 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

Qualifications for Level 1 PLUS:

- A. Flight Instructor
  - 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 Initial Level and Step Placement/Advancement**

26.5.3.1 Initial level placement for flight instruction will be made according to the requirements in 26.5.1 and 26.5.2 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.

26.5.3.3 Initial step placement for flight instruction will be based on the following civilian CFI experience:

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

26.5.3.3.2 Other FAA certificates: Airframe Certificate and Powerplant Certificate; or Airline Transport Certificate (ATP); or MEI Certificate (Multi-Engine Instructor) increases pay 1 step.

26.5.3.4 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.

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

26.5.4 **Wage Schedule.** A new flight instructor salary schedule shall be established and implemented ***such that the hourly rate at the top step of level 2 shall be the same as the hourly rate at the top of the part-time faculty salary schedule. The top step of level 1 shall be 85% of the hourly rate at the top step of level 2. Each step for both the level 1 and level 2 schedules shall be 3.75%.*** ~~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 Salary Schedule Placement. Part-time flight instructors shall be placed on the new salary schedule outlined in 26.5.4 at the next highest pay level prior to COLA adjustment and any step advancements.

26.5.4.2 Dual Flight/Simulator/Ground instruction: 1.00 hour at the (Level and Step) for each hour of instruction.

26.5.4.3 Solo dispatch: 0.35 hour at the flight rate (Level and Step) for each flight hour of the solo dispatched.

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

26.5.4.5 For assigned duties and activities other than flight instruction, ground instruction, classroom instruction, or grade report preparation, employees shall be compensated at Level 1, Step 1. (This rate shall not apply to the in-service hours scheduled pursuant to Section 9.3 of this Agreement)

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

26.5.4.7 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.

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

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 can 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.** If a holiday listed in Article 9. 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.

## 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:  $\text{Annual FTE} = (0.6 \times \text{official NWAC playing season weeks})/33 + (0.15 \times 11)/33$ . 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 year:

Volleyball: 0.377

Soccer: 0.359

Cross Country: 0.359

Basketball: 0.577

Baseball: 0.577

Track: 0.435

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 calculated effective July 1, 2019 by using the following formula:  $\text{Annual Stipend} = \text{Head Coach Annual FTE} \times \text{Contract Days} \times 240 \times 1.10$ .

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

**26.7 MUP Instruction.** Individual music lesson instruction shall be paid at \$50 per instructional hour effective upon commensurate increase to student fee. ***The MUP Instruction rate shall be adjusted by the COLA applied to the part-time faculty salary schedule July 1 each year.***

**26.8 Salary Schedules.** Contracted faculty, part-time faculty, and part-time flight instructors shall be compensated consistent with the following salary schedules referenced herein and based upon the faculty member's FTE.

### **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.*

**26.9.2 Incentive.** *The voluntary separation incentive shall include a one-time-only payment equivalent to 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 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.*

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## ARTICLE 29 - CONTRACTED ~~AND PART-TIME~~ FACULTY STEP PLACEMENT

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29.1 **Work Experience Placement on Steps.** Original placement will be as follows:

29.1.1 Individuals who hold at least a bachelor's degree from an accredited institution will be granted one (1) step for each full year of applicable experience. Teaching experience shall be prorated such that one year credit shall be granted for 1.0 academic year FTE. All terms including summer shall count toward experience calculations but shall not exceed one year's credit per year.

Examples for heuristic purposes:

29.1.1.1 Teaching 1.0 FTE for one academic year equals one (1) year experience credit.

29.1.1.2 Teaching 1.0 FTE for one academic year and .5 during summer equals one (1) year experience credit.

29.1.1.3 Teaching 0.5 FTE each term for three terms of one academic year equals 0.5 year experience credit.

29.1.1.3 Teaching 0.5 FTE for each term for three terms of one academic year plus 0.5 FTE during summer equals 0.67 year experience credit. i.e.  $(0.5+0.5+0.5+0.5) / 3 = 0.67$

29.1.2 Individuals who do not hold a bachelor's degree will be granted one (1) step for each two full year of verified applicable experience away from Lane Community College. For purposes of this section, a four (4) year learning and training period plus three (3) years of journeyman experience will be considered equivalent to a bachelor's degree for occupational education instructors; however, the experience counted toward level placement will not be counted for step placement.

**29.1.3 Language Skills: Initial Placement. Two additional steps shall be granted for faculty members who use bilingual or multilingual skills, including American Sign Language, in their faculty work.**

**29.1.3.1 Language Skills: Subsequent Advancement. Faculty members who begin to use bilingual or multilingual skills, including American Sign Language, in their faculty work after initial salary placement and who did not receive steps for language skills in their initial placement per 29.1.3 shall be granted two additional steps effective July 1 after an approved request to HR.**

**29.1.3.2 The Faculty Step Advancement Committee (See Art. 28.3) shall make determinations for any faculty appeals pertaining to bilingual or multilingual skills, including American Sign Language, not approved by HR under 29.1.3 or 29.1.3.1.**

29.1.34 A maximum five additional steps will be provided for relevant work experience.

**29.1.4.1 Steps granted for language skills under 29.1.3 and associated sub-articles shall not be subject to this five step maximum.**

29.1.45 Experience required for minimum qualifications shall not be subtracted for the purpose of original placement.

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## ARTICLE 42 – ESSENTIAL NECESSITIES FOR STUDENT SUCCESS

### 42.1 Student Wellness

42.1.1 **Health Clinic.** The College shall maintain credit- and non-credit student access to the Student Health Clinic.

42.1.2 **Mental Health and Counseling.** The College shall maintain staffing levels such that there are no less than 1.0 FTE counselors for every 250 students. Counselors may include retention counselors, career counselors, mental health clinicians, and/or drug/alcohol counselors.

#### 42.1.3 Basic Needs.

42.1.3.1 **Housing.** The College shall dedicate no less than 25% of student housing in Titan Court as subsidized, low-income housing for LCC students. “Low-income” shall be defined according to HUD guidelines. Rent amounts (i.e. Total Tenant Payment or TTP) shall be determined according to HUD formulas.

42.1.3.2 **Food.** The College shall expand campus Food Pantry operations such that a Food Pantry will be established at each LCC-operated campus. Hours of operation for the main campus Food Pantry shall be increased to include five weekdays, no less than one weekend day, and no less than two weekday evenings. All other locations shall have hours that reasonably meet student need and accommodate student access.

42.1.3.3 **Other Basic Needs.** The College shall provide menstrual hygiene products in all women’s and gender-neutral restrooms.

42.1.3.4 **Gender Neutral Restrooms.** Each floor of each building at LCC-operated campuses shall have gender neutral restrooms no later than 2030 or the date by which the 2020 bond expires.

42.1.3.5 **Safe spaces.** Each LCC-operated campus shall have at least one space for student use for worship and one private space for student use for lactation.

### 42.2 Student Access, Equity, and Affordability

42.2.1 **Student Tuition Waiver.** The College shall waive tuition for undocumented and/or indigenous students.

- 42.2.2 **Textbook Costs.** The College shall negotiate an agreement with the Titan Store to require that textbook markups do not result in any text costs that exceed the manufacturer's suggested retail price.
- 42.2.3 **Open Educational Resource Support.** The College shall provide reassignment time of one course per year or equivalent compensation for faculty developing, updating, adopting, and/or adapting Open Educational Resources for use in instruction and/or student services.
- 42.2.4 **Equitable Distribution of Resources.** The College shall ensure that resources are equitably distributed to departments serving underrepresented minority groups and LGBTQi student populations. The College shall provide an annual report including but not limited to the following: student demographics, including underrepresented minority and LGBTQi status; funding per student FTE; space allocations; classroom equipment; IT support; staffing distribution (i.e. PT:FT faculty ratio by headcount and FTE).
- 42.2.5 **Marketing and Publicity.** The College shall provide funding to market and publicize programs and courses with curriculum that includes: critical race theory, cultural competence, and /or addresses the needs and experiences of marginalized communities. Funding allocated for this purpose shall be no less than 0.05% of the general fund budget and shall be administered by a Joint Faculty-Administration Committee. Marketing and Publicity materials shall be multilingual in accordance with student and community demographics.
- 42.2.6 **Sanctuary Campus.** The College shall enhance its sanctuary campus status. In addition to the provisions of Board Resolution #612, the College shall: declare every LCC site is a safe place for its students and their families to seek help, assistance, and information if faced with fear and anxiety about immigration enforcement efforts; establish that LCC and all LCC-operated locations, be established as resource and information sites for immigrant students and families; to increase and enhance partnerships with community-based organizations and legal services organizations that provide resources for students and families facing deportation; create and make available in-language Know Your Rights presentations and materials for students and family members to understand their rights regarding interactions with law enforcement and immigration agents; create a rapid response network to assist students or their family members who have been detained.
- 42.2.6.1 **Public Safety.** Public Safety shall: create a policy acknowledging that they have no authority to enforce federal immigration law and declaring that they will not participate in immigration enforcement efforts of federal authorities. This includes Public Safety not holding people on ICE detainees,

not responding to ICE notification or transfer requests, not making arrests based on civil immigration warrants, and not allowing ICE to use campus facilities for immigration enforcement purposes.<sup>1</sup> No Public Safety personnel will join any state and/or local law enforcement agencies that have entered into an agreement with ICE or other immigration enforcement agency, nor undertake any other joint efforts with federal, state, or local law enforcement agencies, to investigate, detain, or arrest individuals for violations of federal immigration law. Public safety is prohibited from inquiring about or recording any information regarding an individual's immigration status, citizenship status or country of birth, including when interviewing victims, witnesses, or suspects of crimes. Public Safety officers will not contact, detain, question, or arrest an individual solely on the basis of suspected undocumented immigration status or in order to discover the immigration status of an individual. Public Safety and its officers will not use any resources to aid in any federal effort to create a registry based on any protected characteristics, including but not limited to religion, race, national origin, or sexual orientation.

- 42.2.6.2.1 **Institutional Commitment.** The College shall refuse all voluntary information sharing with immigration agents across all aspects of the College to the fullest extent possible under the law, with the exception of mandatory reporting in compliance with the Student and Exchange Visitor Program regarding the College's enrollment of foreign exchange students.
- 42.2.6.2.2 Any request by immigration agents for **access to a campus** shall be initially denied and immediately forwarded to the President and General Counsel for review and a decision on whether to reverse the denial and allow access to the site. The request must be provided with adequate notice so that the President and General Counsel can take steps to provide for the emotional and physical safety of the College's students and staff. Should an immigration agent request access to a campus, the President and/or General Counsel shall ask for the immigration agent's credentials, ask why the agent is requesting access, and ask to see a warrant signed by a federal or state Judge. The President and/or General Counsel will refuse access to a campus unless immigration agents provide a warrant signed by a federal or state Judge which specifies the name of the person under arrest, **as well as** written authority from ICE instructing them to enter College property and describing the purpose for which they request entry.
- 42.2.6.2.3 Any request by immigration agents for **information** regarding a student<sup>2</sup> shall be initially denied and immediately forwarded to the President and General Counsel, who will review the denial according to the following

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<sup>2</sup> With the exception of mandatory reporting in compliance with the Student and Exchange Visitor Program for foreign exchange students.



guidelines. In keeping with the individual's right to privacy, no part of a student's education record, however created, may be divulged with personally identifiable information to any person, organization, or agency in any manner unless there is:

- a. Informed written consent by the student, if the student is 18 years of age or older, or otherwise by the parent or guardian;
- b. A valid court order or judicial warrant requesting such information (in such cases, prior to complying with such court order or judicial warrant, the student, if the student is 18 years of age or older, or otherwise the parent or guardian, shall be notified immediately in writing of the information that is the subject of the court order or judicial warrant);
- c. A health and safety emergency and disclosure of personally identifiable information from an education record to appropriate parties is necessary to protect the health or safety of the student or other individuals; or
- d. Another reason to do so that is required by law. Questions concerning the validity of a court order or judicial warrant, or whether there is a health and safety emergency or other possible reasons for releasing education records that contain personally identifiable information, should be directed to the College President and General Counsel.

42.2.6.2.4 The College will not enter into agreements with state or local law enforcement agencies, ICE, or any other federal agency for the enforcement of federal immigration law, except as required by law. The College and its staff, faculty, employees, and public safety will not honor any ICE detainers or requests.

42.2.6.2.5 College personnel shall treat all students equitably in the receipt of all school services for which they are eligible.

42.2.6.2.6 The College will offer (a) legal support to immigrant students and their families; (b) counseling that adequately acknowledges the impact of immigration status on students and their family members; and (c) Know Your Rights presentations to students and parents in-language; and (d) the College will ensure that students are aware of opportunities to gain access to in-state tuition, financial aid, scholarships, internships and career opportunities, regardless of their status. To implement this support system, the College shall establish an office space on campus that serves as a resource center for immigrant students and their families and shall establish at least one paid position for an immigrant liaison, with expertise in immigrant and undocumented populations, to fulfill these duties.

42.2.6.2.7 The College shall fund attorneys to represent students facing removal proceedings, and assist family members of students who are in removal proceedings with legal resources and information.

42.2.6.2.8 The College and its faculty, staff, and other employees shall not use any resources to aid in any federal effort to create a registry based on any

protected characteristics, including but not limited to religion, race, national origin, or sexual orientation.

### 42.3 **Essentials for Instruction and Student Services**

42.3.1 **Offices.** The College shall provide private office space for all faculty. An office must have four floor-to-ceiling walls and a door.

42.3.2 **Computer Hardware.** The College shall provide computers and web camera for faculty use in all offices and instructional classrooms. Computers shall be no more than five years old.

42.3.4 **Computer Software.** The College shall provide software, applications, and accessories necessary for faculty work in instruction and student services.

42.3.5 **Other Equipment and IT services.** The College shall provide up-to-date (i.e. no more than five years old) equipment that is necessary for instruction in instructional spaces. Examples include projectors, smart boards, etc.

42.3.5.1 The College shall respond to all requests for support for maintenance and/or support for hardware, software, and/or equipment within a reasonable timeframe.

42.3.5.2 A Joint Association-Administration Committee shall be established to review faculty appeals for hardware, software, and/or other equipment or supplies that have not been provided.

42.3.5 **Mission Fulfillment.** The College shall dedicate no less than 50% of annual expenses to instruction and no less than 15% to student services as reflected in the official audit document each year.

## ARTICLE 43 – CERTIFICATIONS AND MINIMUM QUALIFICATIONS

### 43.1 Minimum Qualifications

43.1.1 **Determination of Minimum Qualifications.** Contracted faculty in the discipline shall determine the initial minimum qualifications for the courses in the discipline with concurrence of the manager, and changes in minimum qualifications with the concurrence of the manager.

### 43.1.2 Notice and Timelines.

43.1.2.1 **Changes to Minimum Qualifications Required by External Standards.** When external requirements (i.e. law, external accreditation agency, or licensing agency) require changes to minimum qualifications (e.g. external accreditation requirements for Nursing faculty require changes to Nursing faculty minimum qualifications), all faculty members who are certified in the courses affected by the change, shall receive notice of the change. Notice shall be provided within thirty (30) calendar days of knowledge of the required change in external standard.

43.1.2.1.1 **Timeline for Updated Credentials When Minimum Qualifications Change as Required by External Standards.** Faculty shall be provided sufficient time to meet new minimum qualification requirements, which shall be no less than the deadlines set forth by external accrediting body or licensing agency. If consistent with required external standards, faculty shall retain their certification until such deadline passes.

43.1.2.1.2 **Transfer and Recall.** Contracted faculty who do not receive the newly required credential by the deadline set by the external accrediting body or licensing agency shall be subject to provisions of Article 10.11 and shall have recall rights to their original discipline assignment for no less than twenty-seven (27) months.

43.1.2.2 **Other Changes to Minimum Qualifications.** When changes to minimum qualifications which are not required by external agencies or accreditation bodies are made, all faculty members who are certified in the courses affected by the change, shall receive notice of the change. Notice shall be provided within ten (10) calendar days of knowledge of the proposed change.

43.1.2.2.1 **Timeline for Updated Credentials for Other Changes to Minimum Qualifications.** Faculty shall be provided sufficient time to meet new minimum qualification requirements, which shall be no less

than one year or three times the customary time required to obtain the credential, whichever is longer.

43.1.2.2.2 **Examples.** Example A: if the change requires a certificate that, on average, requires a six-month course, no less than eighteen months shall be provided before the minimum qualification change takes effect. Example B: if the change requires a Master's degree which typically takes two years to obtain when no Master's degree had previously been required, no less than six years shall be provided before the minimum qualification change takes effect.

43.1.2.3 **Recall Rights.** Recall rights outlined in Article 10.20 shall be extended to no less than the applicable timeline outlined in 43.1.2.1.1 or 43.1.2.2.1.

43.1.4 **Performance Deficiencies.** Changes to minimum qualifications shall not serve as a mechanism to address performance deficiencies, which are governed by Article 13.3.6 and Article 37.

## 43.2 **Maintenance of Certification.**

43.2.1 When changes to minimum qualifications not required by external agencies or accrediting bodies occur, which supplant existing minimum qualification standards of the same or reasonably similar type, faculty shall retain their existing certifications and assignment rights.

43.2.2 **Examples.** Example A: If the minimum qualifications for teaching writing courses change from a Master's degree in English to a Master's degree in Composition / Rhetoric, existing faculty certified to teach writing shall retain their certifications to teach writing. Example B: If the minimum qualifications for teaching Automotive repair change from automotive repair certification from the American Auto Repair Society to a certification from the North American Automotive Repair and Maintenance Association, existing faculty certified to teach automotive courses shall retain their certifications to teach automotive courses.

43.2.3 **Maintenance of Current Teaching Experience.** Whenever minimum qualifications require current teaching experience in the discipline, defined as current teaching experience within the past x number of years, contracted faculty members certified for courses outside their discipline or departmental assignment shall be provided the opportunity to teach in the discipline no less than once every x number of years.

- 43.2.4 **Revised courses.** When courses are revised but not substantively changed in content or scope, faculty shall maintain certification in the revised course.
- 43.2.5 **Prefix or Course number changes.** When course prefixes and/or course numbers change, but the course is not substantially changed, faculty certified for the preexisting course shall automatically be certified for the new course number.

### 43.3 **Professional Development**

- 43.3.1 **Funding.** When faculty members have exhausted individual limits on Professional Activities (i.e., short-term leave) funding, the College shall provide funding for faculty to obtain updated credentials necessitated by changes to minimum qualifications.
- 43.2.2 **Time.** Whenever changes to minimum qualifications necessitate that faculty members obtain updated credentials, the College shall provide reasonable time for faculty professional development. Reasonable time may include paid sabbatical leave, reassignment time, or equivalent.

### 43.4 **Certification Review and Appeal**

- 43.4.1 **Certification based on Minimum Qualifications.** Faculty members may request certification for courses and faculty work for which they meet the minimum qualifications. A response to faculty requests for certification shall be provided within thirty (30) working days.
- 43.4.2 **Certification based on Alternative Certification Process.** Faculty members have a right to request certification for courses and faculty work for which they are qualified but do not meet the minimum qualifications through the alternative certification process. A response to faculty requests for alternative certification shall be provided within thirty (30) working days. Alternative certification shall be granted in a manner that is fair and uniformly applied.
- 43.4.3 **Appeals.** Faculty may appeal any denial of a request for certification or the removal of a certification through the following procedure:

43.4.3.1. **Certification Decision Review Panel.** A panel comprised of one faculty member appointed by the Association, one faculty member appointed by the College, and one faculty member within the discipline chosen by the two panelists shall review the certification request and make a determination as to its disposition. Such determination shall be subject to appeal through the grievance procedure.

43.4.4 **Review.** Certifications may be reviewed every five years. Any certification reviews must take place outside the developmental evaluation process.

43.4.4.1. **Certification Removal.** Certification may only be removed in circumstances where (a) a faculty member does not meet minimum qualifications; (b) the College has provided notice in accordance with 43.1.3 and associated sub-articles; (c) the College has provided reasonable and sufficient professional development resources and time in accordance with 43.3; (d) timelines outlined in 43.1.3 and associated sub-articles have expired; and (e) alternative certification has been denied.

43.4.4.2 **Discontinued courses.** When a course has not been offered for three years or more and is no longer published in the catalog, it shall be removed from certification lists upon notice to affected faculty.



# Faculty: Data and Needs





## *Our Mission:*

LCCEA engages in collective action to ensure an equitable learning and working environment and advocates for social justice and systemic change for the public good.





# Contents

- ❖ Faculty Survey Results
- ❖ Faculty Salary Comparisons to Local Data
- ❖ Faculty Salary Comparisons to Oregon Community College Comparables
- ❖ Other Needs Data
- ❖ College Spending & Staffing
- ❖ College Budget

# All Faculty Survey, November 2021



- ❖ 249 faculty respondents
- ❖ Heavy, uncompensated workloads
  - **74.1% work more** than their assigned and compensated FTE with **34.3% working 21% or more over their assigned and compensated FTE**
  - **96.7% work some evenings or weekends** (outside of regularly assigned times) with **84.2% working evenings and/or weekends at least half of the weeks each term.**
- ❖ Necessity and basic needs
  - **36%** of part-time faculty who are not retired and **8.3%** of full-time faculty reported having relied on **government assistance while working as faculty at LCC.**
  - 10.2% of part-time faculty who are not retired experienced **food insecurity**, 2.8% of contracted faculty experienced food insecurity during the last year.
  - One faculty member reported experiencing **houselessness** during the last year.

## All Faculty Survey, November 2021 *(continued)*

- ❖ Impacts on Faculty Working and Student Learning Conditions
  - 97.6% strongly agree or agree that they are **committed to serving students**.
  - 62% of full-time faculty and 55% of part-time who are not retired report that **stress from their job** affects their life outside of work
  - 41% of full-time faculty and 29% of part-time faculty have **considered seeking a job elsewhere** due to working conditions at LCC.
  - 19.1% report not having **office space** at LCC that allows them to meet privately with students.
  - 20.6% report not having **access to the technology** needed to do their job.
  - 19.4% report that **classrooms and instructional spaces** do not allow them to serve students well.

# Local Salary Comparison: Top of Schedule

Source: LCC HR; 4j HR; & T.A.

	2020 - 2021	2021 - 2022	2022 - 2023	2023 - 2024	% increase 21-22	% increase 21-23
<b>Classified</b>	\$ 83,784	\$ 95,114	\$ 97,254		13.5%	16.1%
<b>Part-time Classified hourly</b>	\$ 39.43	\$ 45.73	\$ 46.76		16.0%	18.6%
<b>Contracted Faculty annual</b>	\$ 87,785	\$ 90,771			3.4%	
<b>Part-time Faculty per credit</b>	\$ 1,228	\$ 1,308			6.5%	
<b>4j teacher annual</b>	\$ 82,642	\$ 85,948	\$ 89,386	\$ 92,961	4.0%	8.2%

<b>Oregon Comparitor Colleges: Maximum Salary with Master's Degree</b>				
<b>Community College</b>	<b>2021-22 Max.</b>	<b>2021-22 Rank</b>	<b>Difference from Mean</b>	<b>Difference from Median</b>
Chemeketa	\$93,690	5		
Clackamas	\$97,877	3		
Lane	\$90,771	6	-5.87%	-7.05%
Linn-Benton	\$97,434	4		
Mt. Hood	\$99,232	2		
Portland	\$99,564	1		
MEAN	\$96,428			
STD DEV	\$3,473			
MEDIAN	\$97,656			

### Oregon Comparitor Colleges: Maximum Salary FT Faculty

<b>Community College</b>	<b>2021-22 Max.</b>	<b>2021-22 Rank</b>	<b>Difference from Mean</b>	<b>Difference from median</b>
Chemeketa	\$93,690	5		
Clackamas	\$97,877	3		
Lane	\$90,771	6	-6.31%	-7.05%
Linn-Benton	\$97,434	4		
Mt. Hood	\$101,982	1		
Portland	\$99,564	2		
MEAN	\$96,886			
STD DEV	\$4,050			
MEDIAN	\$97,656			

# Part-Time Salaries

Based on three credit hour lecture rate

Community College	2013-14 Maximum	2013-14 Rank	2021-2022 Maximum	2021-2022 Rank	% Change
Blue Mountain	\$1,782	13	<b>\$2,193</b>	<b>13</b>	<b>23.05%</b>
Central Oregon	\$2,532	4	\$2,580	9	1.90%
Chemeketa	\$2,841	2	\$3,936	2	38.54%
Clackamas	\$2,223	7	\$3,843	5	72.90%
Clatsop	\$1,980	12	\$3,042	7	53.64%
Columbia Gorge	\$2,139	9	\$4,937	1	130.80%
Klamath	\$1,530	14	\$2,169	14	41.76%
Lane	\$3,133	1	\$3,924	3	25.25%
Linn-Benton	\$2,166	8	\$3,234	6	49.31%
Mt. Hood	\$2,385	5	<b>\$2,930</b>	<b>8</b>	<b>22.85%</b>
Oregon Coast	\$2,376	6	<b>\$2,334</b>	<b>11</b>	<b>-1.77%</b>
Portland	\$2,709	3	\$3,853	4	42.23%
Rogue	\$2,028	11	\$2,430	10	19.83%
Southwestern	\$1,230	17	\$1,351	17	9.84%
Tillamook Bay	\$1,521	15	\$2,154	15	41.61%
Treasure Valley	\$1,500	16	\$1,500	16	0.00%
Umpqua	\$2,058	10	\$2,210	12	7.39%

Source:  
OEA data  
from each  
contract /  
HR  
department

**RED ITALICS = 2020-2021 DATA**

Comparison: Part-time Faculty Maximum Salaries and Food Stamp Eligibility (275 part-time faculty)								
PT SALARY SCHEDULE FY22			With Summer (Half of PT Faculty)			Without Summer (Half of PT faculty)		
STEP	Annual Salary at .5FTE	Annual w/ Summer (.44 average FTE)	Food Stamp eligibility Family of 1	Food Stamp eligibility Family of 2	Food Stamp eligibility Family of 3	Food Stamp eligibility Family of 1	Food Stamp eligibility Family of 2	Food Stamp eligibility Family of 3
			25764	34848	43920	25764	34848	43920
STEP 1	17825	23054	-2710	-11794	-20866	-7939	-17023	-26095
STEP 1.5	18160	23487	-2277	-11361	-20433	-7604	-16688	-25760
STEP 2	18501	23928	-1836	-10920	-19992	-7263	-16347	-25419
STEP 2.5	18848	24377	-1387	-10471	-19543	-6916	-16000	-25072
STEP 3	19201	24833	-931	-10015	-19087	-6563	-15647	-24719
STEP 3.5	19562	25300	-464	-9548	-18620	-6202	-15286	-24358
STEP 4	19928	25774	10	-9074	-18146	-5836	-14920	-23992
STEP 4.5	20303	26258	494	-8590	-17662	-5461	-14545	-23617
STEP 5	20683	26750	986	-8098	-17170	-5081	-14165	-23237
STEP 5.5	21071	27252	1488	-7596	-16668	-4693	-13777	-22849
STEP 6	21467	27764	2000	-7084	-16156	-4297	-13381	-22453
STEP 6.5	21869	28284	2520	-6564	-15636	-3895	-12979	-22051
STEP 7	22279	28814	3050	-6034	-15106	-3485	-12569	-21641
STEP 7.5	22696	29353	3589	-5495	-14567	-3068	-12152	-21224
STEP 8	23121	29903	4139	-4945	-14017	-2643	-11727	-20799
STEP 8.5	23555	30464	4700	-4384	-13456	-2209	-11293	-20365
STEP 9	23996	31035	5271	-3813	-12885	-1768	-10852	-19924
STEP 9.5	24445	31616	5852	-3232	-12304	-1319	-10403	-19475
STEP 10	24904	32209	6445	-2639	-11711	-860	-9944	-19016
STEP 10.5	25371	32814	7050	-2034	-11106	-393	-9477	-18549
STEP 11	25847	33428	7664	-1420	-10492	83	-9001	-18073
STEP 11.5	26331	34055	8291	-793	-9865	567	-8517	-17589
STEP 12	26825	34693	8929	-155	-9227	1061	-8023	-17095
STEP 12.5	27327	35344	9580	496	-8576	1563	-7521	-16593
STEP 13	27839	36006	10242	1158	-7914	2075	-7009	-16081
STEP 13.5	28362	36682	10918	1834	-7238	2598	-6486	-15558
STEP 14	28894	37369	11605	2521	-6551	3130	-5954	-15026
STEP 14.5	29436	38071	12307	3223	-5849	3672	-5412	-14484

Source: LCC salary schedules; HR faculty rosters; OR SNAP eligibility guidelines



## SALARY SCHEDULE COMPARISON OF MAXIMUM SALARIES to Housing Costs


### FOR FULL-TIME FACULTY HOLDING A MASTER'S DEGREE - 2021-2022

Community College	2021-2022 Maximum	2021-2022 Salary Ranking	Median home sales price September 2021	Salary as percentage of median home price	Affordability ranking
Blue Mountain	\$86,799	10	262500	33.07%	1
Treasure Valley	\$70,837	17	260000	27.25%	2
Linn-Benton	\$97,434	5	379000	25.71%	3
Klamath	\$75,722	12	295000	25.67%	4
Chemeketa	\$93,690	6	390000	24.02%	5
Clatsop	\$98,848	3	435000	22.72%	6
Oregon Coast	<b>\$78,239</b>	11	350700	22.31%	7
Mt. Hood	\$99,232	2	450000	22.05%	8
Southwestern	\$75,283	13	342500	21.98%	9
Umpqua	<b>\$73,201</b>	14	335000	21.85%	10
<b>Lane</b>	<b>\$90,771</b>	<b>8</b>	<b>425000</b>	<b>21.36%</b>	<b>11</b>
Rogue	\$89,282	9	435000	20.52%	12
Portland	\$99,564	1	522800	19.04%	13
Columbia Gorge	\$72,306	16	395000	18.31%	14
Clackamas	\$97,877	4	550500	17.78%	15
Tillamook Bay	\$72,932	15	415000	17.57%	16
Central Oregon	\$93,635	7	684000	13.69%	17

Source: OEA data; redfn.com median sales prices by county

# Lecture v. Lab Rates

Source: OEA data from each contract / HR department



Community College	Lecture Rate	Lab Rate	Nursing Clinical
Blue Mountain	1	0.75	0.85
Central Oregon	1	0.67	0.8
Chemeketa*	1	0.82	
Clackamas	1	0.835	
Clatsop	1	0.8	
Columbia Gorge	1	0.71	
Klamath	1	0.75	0.85
Lane	1	0.682	0.841
Linn-Benton	1	0.682	
Mt. Hood	1	0.75	0.75*
Oregon Coast	1	NA*	
Portland**	1	0.79	0.79
Rogue	1	0.576	
Southwestern	1	0.66	
Tillamook Bay			
Treasure Valley	1	0.6	
Umpqua	1	0.7	1.0 or 0.7*
Average		0.718	

## Notes:

*Lane*: Lecture/lab rate based on # hours lecture (1.0) v. lab (0.682)

*Linn-Benton*: Lab hours may be attributed a 1.0 factor but hours at 1.0 cannot exceed credits.

*Mt. Hood*: Nursing instruction 0.75, student supervision 0.50

*Portland*: adjusted for weekly hours of instruction per 1.0 FTE

*Umpqua*: 1.0 for Nursing Clinical, 0.70 for Nursing Clinical for Integrative Practicum Course

<b>Full-Time Faculty Salaries Compared to Inflation</b>			
<b>Year</b>	<b>CPI -U All Cities (Jan)</b>	<b>FT Max salary</b>	<b>Difference</b>
<b>2004</b>	185.200	<b>67,355</b>	
<b>2021</b>	261.582	<b>90,771</b>	
<b>Change*</b>	41.24%	<b>34.77%</b>	<b>-6.48%</b>
<b>2022</b>	281.148		
<b>Change**</b>	51.81%		<b>-17.04%</b>
* Not including inflation from 2021			
** Including Inflation from 2021			

Source: US Bureau of Labor Statistics:  
<http://data.bls.gov/cgi-bin/surveymost?cu>

**Full-Time Faculty Work Days Comparison Academic  
Year 2021-2022**

<b>Community College</b>	<b>Work Days</b>
<b>Blue Mountain</b>	172
Central Oregon	174
<b>Chemeketa*</b>	172
Clackamas	175
<b>Clatsop</b>	174
Columbia Gorge	180
<b>Klamath</b>	176
<b>Lane</b>	171
Linn-Benton	168
<b>Mt. Hood</b>	176
Oregon Coast	174
Portland	176
<b>Rogue</b>	174
Southwestern	173
Tillamook Bay**	180
<b>Treasure Valley</b>	170
<b>Umpqua</b>	174

**Average** **174.1**

\*Individual faculty may work up to 4 additional paid days for preparation up to maximum of 176.

\*\* Most recent data available

\*Average with Chemeketa at 176 **174.3**

Source: OEA data from each contract / HR department

# Decreasing Investment in Faculty Persists

Source: LCC budget office and HR position lists

From FY15 through FY22 total expenditures at LCC on contracted faculty salaries **decreased 6.6%** while they **increased 7.7%** over the same period for managers.

Contracted Salary Expenses	FY15	FY22	% Change
Classified	\$ 16,495,967	\$ 17,988,028	9.0%
Faculty	\$ 18,273,338	\$ 17,072,801	-6.6%
Managers	\$ 6,207,082	\$ 6,684,380	7.7%

# Current Staffing levels

Source: LCC budget office and HR position lists

Includes temporary positions:

- 1 classified
- 9 faculty
- 2 managers

	Current Contracted Employees (Headcount) Jan 2022*	Percentage of Contracted Employees
Classified	321	55.2%
Faculty	199	34.3%
Manager	61	10.5%
<b>Total</b>	<b>581</b>	<b>100.0%</b>

\*Includes temporary positions; excludes vacancies Source: budget office

# Staffing levels including current recruitments

Source: LCC budget office and HR position lists

Includes recruitment for

24 classified  
23 faculty  
10 managers

	Current Contracted Employees (Headcount) Jan 2022*	Percentage of Contracted Employees
Classified	344	55.0%
Faculty	213	34.0%
Manager	69	11.0%
Total	626	100.0%

\*excludes temporary positions; includes vacancies Source: budget office

By either measure **faculty comprise only 34%** of contracted positions while management comprises 11%. **Ratio of 1 manager position for every 3 contracted faculty positions and 5 contracted classified positions.**



# College Budget, More Long-Term Stability

Source: FY21, FY20, and FY19 official audit documents

Ending Fund Balances as noted in audit			
General Fund	FY21	FY20	FY19
I (General Fund	\$ 7,910,991	\$ 2,779,418	\$ 3,652,867
IX (Admin. Restricted)	\$ 3,617,147	\$ 3,974,191	\$ 5,627,326
<b>Total</b>	<b>\$ 11,528,138</b>	<b>\$ 6,753,609</b>	<b>\$ 9,280,193</b>
<b>Fund I Increase FY20 to FY21</b>	<b>\$ 5,131,573</b>		
II (Internal Service)	\$ 500,474	\$ 30,679	\$ 229,321
III (Debt Service)	\$ 628,952	\$ 4,536,036	\$ 283,044
IV (Capital projects)*	\$ 137,085,280	\$ 1,552,828	\$ 2,490,486
V (Financial Aid)	\$ 818,132	\$ 576,928	\$ 877,306
VI (Enterprise)	\$ 553,107	\$ (675,775)	\$ 982,272
VIII (Special Revenue)	\$ 368,330	\$ 309,550	\$ 268,063
<b>Total Other funds</b>	<b>\$ 139,954,275</b>	<b>\$ 6,330,246</b>	<b>5,130,492</b>
<b>Total ending fund balance all funds</b>	<b>\$ 151,482,413</b>	<b>\$ 13,083,855</b>	<b>\$ 14,410,685</b>
<b>Excluding Fund IV</b>	<b>\$ 14,397,133</b>	<b>\$ 11,531,027</b>	<b>\$ 11,920,199</b>

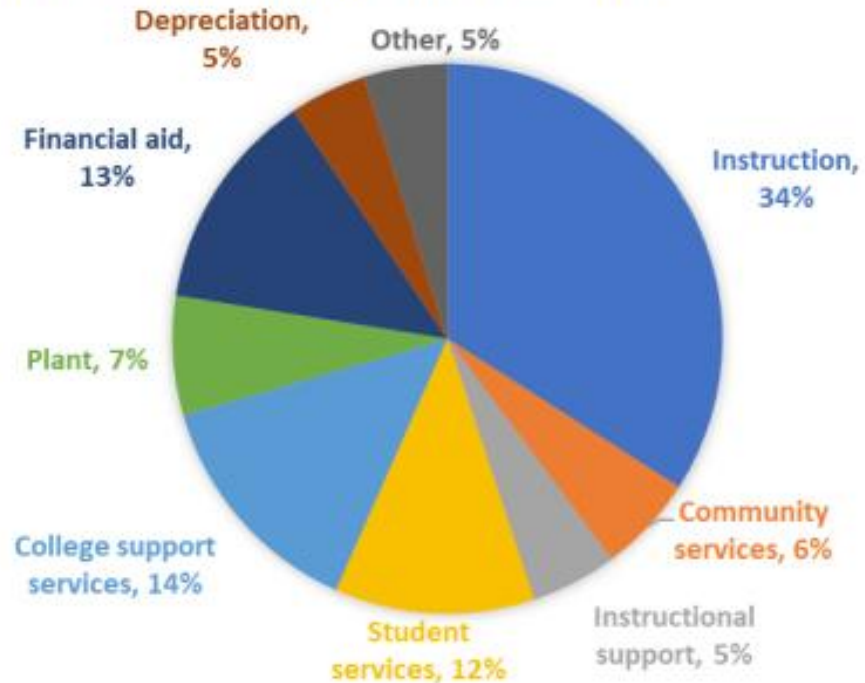
\* bond increases added



# College expenditures on Instruction

Source: FY21 official audit document

The following graph shows the allocation of total expenses for the College:



## Trends in Instruction Spending at LCC & Comparison to State Average

Sources: official audit documents and IPEDS

Fiscal Year	Instruction as a Percentage of Total Expenses at LCC*
14	38%
15	32%
16	39%
17	36%
18	34%
19	34%
20	36%
21	34%

\* Official LCC Audit Documents

\*\* IPEDS

LCC FY18	Oregon Community College Average FY 18**	Difference between LCC and average of community colleges in OR
34%	39.8%	-5.8%

\*\* IPEDS

\*\*\* National range for states for FY 18 was 30.8%-56.8%; Oregon 36th of 50 states

## Lab Workload TLC Calculations

**Lab TLC.** The TLC factor for all lab instruction shall be the same as for lecture such that one (1) weekly lab hour = 1 TLC. All references and calculations for Lab TLCs and/or calculations for Lecture-Lab TLCs shall be updated to reflect the new lab rate of one (1) weekly lab hour = 1 TLC.

The Joint Workload Taskforce Survey Results and Workload Findings MOA shall be amended as follows.

One (1) weekly lab hour = ~~0.682~~ **1.0** TLC, ~~except for Nursing where one (1) weekly lab hour = 0.841 TLC.~~

Article 35 shall be amended as follows.

...

35.1.2 **Health Occupations:** ~~Twenty-two (22)~~ **Fifteen (15)** weekly contact hours in a laboratory situation. Number of students determined by number of lab stations or by program requirements.

35.1.3 **Biology:** Three (3) combination lecture and laboratory courses with twenty-four (24) students each, ~~which meet for six (6) hours per week for four (4) credit hours~~ ~~(18~~ **15** contact hours per week). Maximum of two (2) preparations.

...

**LCCEA Package Proposal Summary\* -- 03312022**

<b>Economics</b>	<b>Brief Summary and Article(s)</b>
<b>Paid time</b>	Restore contracted work days to 175 with commensurate salary increase; commensurate increase to part-time inservice hours; add non-instructional work days for voter registration and election day; add Juneteenth and Indigenous People's Day as paid holidays; add two floating holidays for religious/ cultural observance for holidays not officially recognized by LCC (Art. 9) Make language more inclusive for paid parental, family, & emergency leave (Art. 20; Art. 21); Add bereavement leave (Art. 21); Allow faculty to use paid leave time to supplement Oregon Paid Family & Medical Leave Insurance & College pick-up of PFMLI payroll deduction (Art. 20); Allow annual payout of unused personal leave (Art. 21)
<b>Tuition Waiver</b>	Expand definition of family to make more inclusive. (Art. 19)
<b>Transport.</b>	Provide LTD bus pass to all faculty (Art. 19)
<b>CD rate</b>	Increase CD rate to \$35.63/ hour; Adjust for inflation each subsequent year (Art. 23)
<b>Steps</b>	Status quo language (Full steps for contracted and PT faculty per Art. 26); Add 1.5 steps to the top of contracted and PT salary schedules; drop bottom step (Art. 26)
<b>COLA</b>	Status quo language (CPI-U All Cities; Art. 26)
<b>Bilingual differential</b>	Award steps for faculty using bi-/multilingual skills, including American Sign Language, in their faculty work (Art. 29)
<b>Insurance</b>	Status quo language (Art. 33)
<b>Sec. 125</b>	Status quo language (Art. 33)
<b>Fl. Tech salary and benefits</b>	Update advancement due to curriculum changes; PT Fl. Tech faculty to step on to new PT salary schedule; update insurance maintenance language to align with other PT faculty (Art. 26)
<b>Pay Parity for PT Salary</b>	Eliminate part-time faculty salary schedule; Create new schedule at 85% of contracted schedule; PT faculty "step on" to new schedule at next higher dollar amount. (Art. 26)
<b>PT Coaches</b>	Increase stipends by 10% (Art. 26)
<b>MUP faculty</b>	Adjust hourly rate by COLA each year (Art. 26)
<b>Separation incentive</b>	Establish annual contracted faculty incentive program with notice requirements (Art. 26)
<b>Non-Economics</b>	<b>Brief Summary and Article(s)</b>
<b>TLCs for Lab &amp; Lecture-Lab</b>	Increase TLC factor for lab and lecture-lab to 1.0 (Art. 35, etc.)
<b>Essential Necessities for Student Success</b>	Increase support for student basic needs (i.e. food, housing, counseling/mental health, gender-neutral restrooms, spaces for worship and lactation); Reduce costs for students (i.e. tuition waiver for undocumented and indigenous students, textbook markup reduction, OER support); Expand sanctuary campus provisions; Ensure faculty have basic needs to support students (i.e. office space, technology); Equitable distribution of resources to support minority & LGBTQi student populations; marketing programs & courses that meet underrepresented student needs; budget resources to reflect instructional & student services mission (new Art. 42)
<b>Job Security (MQs and instructor certification)</b>	Document procedures for establishing and/or changing minimum qualifications; establish notice requirements for changes to MQs; establish procedures for maintenance of certification when MQ changes occur, including professional development and opportunities to maintain currency; establish review and appeal process for certification (new Art. 43)

*\*Summary provided for reference/ convenience only. Not intended as proposal*