

**Association Supposal**

**12/10/18**

***Expires at 5 p.m. on 12/11/18***

**Proposed Modifications  
to the  
2016 – 2018 Main Agreement  
for the  
2018-2019  
Collective Bargaining Agreement**

**Between**

Lane Community College  
Board of Education

**and**

Lane Community College  
Education Association

## Table of Contents

A. Modifications to the 2016 – 2018 Main Agreement . . . . .	
Article 2 – Effective Dates	
Article 26 – Salary	
B. 2018 – 2019 Salary Schedules [TO BE INSERTED] . . . . .	
C. Signatures . . . . .	

**2018 – 2019 Revisions  
of the  
2016 – 2018  
Collective Bargaining Agreement**

The following constitutes revisions of 2016 – 2018 College Bargaining Agreement between Lane Community and the Lane Community College Education Association for the 2018 – 2019 year. All other articles, sub-articles, MOAs, and any and all other agreements in the 2016-2018 CBA not referenced below are extended through the 2018-2019 year, as is.

**Modifications to the 2016 – 2018 Main Agreement**

ARTICLE 2 - EFFECTIVE DATES & IMPLEMENTATION

- 2.1 **Effective Date.** Except as hereinafter provided, this Agreement shall become effective on July 1, 2018 or the date of ratification by the employees and the employer, whichever is later, and shall continue in effect through June 30, 2019.
- 2.2 **Renewal of Agreement.** This Agreement shall be automatically renewed from year to year unless the College or the Association gives written notice to the other after January 1 and not later than February 1 prior to the expiration date of its desire to modify the Agreement for a successive term or to terminate the Agreement.

...

ARTICLE 26 - SALARY

...

26.2 **Contracted Faculty**

...

**Salary Increases**

26.2.5 Step increases shall be granted annually, except as provided in Article 26.2.6 and 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 not be granted until negotiation of the re-opened economics or a successor agreement is completed.

~~26.2.6.1 Step increases for 2016/2017 shall be awarded to step-eligible contracted faculty as follows; ½ step increment effective July 1, 2016, and the second ½ step increment effective January 1, 2017. Such step increases shall be paid retroactively in June 2017.~~

~~26.2.6.2 Step increases for 2017/2018 shall be awarded to step-eligible contracted faculty as follows; ½ step increment effective July 1, 2017, and the second ½ step increment effective January 1, 2018.~~

**26.2.6.2A Step increases for 2018/2019 shall be awarded to step-eligible contracted faculty as follows: 1/2 step increment effective July 1, 2018 and the second 1/2 step increment effective January 1, 2019. Each 1/2 step percentage shall be 1.875%.**

~~26.2.6.3 Contracted faculty who are not step-eligible effective July 1, 2016, shall receive a \$1,000 "top step stipend" for the 2016/2017 academic year. Such stipends shall be paid retroactively in June 2017.~~

~~26.2.6.4 Contracted faculty who are not step-eligible effective July 1, 2017, shall receive a \$1,200 "top step stipend" for the 2017/2018 academic year. Such stipends shall be paid in October 2017.~~

**26.2.6.4A Effective July 1, 2018, a new 1/2 step shall be added to the top of the contracted faculty salary schedule. The 1/2 step percentage shall be 1.875%.**

#### Cost of Living Adjustments

26.2.7 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. COLAs are effective and applied to salary schedules on July 1 each year.

~~26.2.7.1 The 2016 – 2017 170 day Contracted Faculty salary schedule shall be the 2015 – 2016 170 day schedule increased by 1.5% effective July 1, 2016. Such increases shall be paid retroactively in June 2017.~~

~~26.2.7.2 The 2017 2018 170 day Contracted Faculty salary schedule shall be the 2016 – 2017 170 day schedule increased by 1.0% effective July 1, 2017.~~

**26.2.7.2A The 2018-2019 170-day Contracted Faculty salary schedule shall be the 2017-2018 170-day schedule increased by 1.25% effective July 1, 2018.**

See the Contracted Faculty Salary Schedules below. [to be inserted]

...

#### 26.4 Part-time Faculty

...

##### Step Increases

26.4.3 Step advancements, ~~including for 2018/2019~~, shall be made under the criterion of one (1) step advancement per accumulation of twenty-one (21) credit hours or the equivalent at LCC.

~~26.4.3.1 Part-time faculty who are assigned a class(es) for the 2016 Fall term and who are not step-eligible effective July 1, 2016, shall receive a \$500.00 "top step stipend" for 2016/2017. Such stipends shall be paid retroactively in June 2017.~~

~~26.4.3.2 Part-time faculty who are assigned a class(es) for the 2017 Fall term and who are not step-eligible effective July 1, 2017, shall receive a \$600.00 "top step stipend" for 2017/2018. Such stipends shall be paid in October 2017.~~

**26.4.3.2A Effective July 1, 2018, a new 1/2 step shall be added to the top of the part-time faculty salary schedule. The 1/2 step percentage shall be 1.875% for part-time faculty who are assigned a class or classes for the 2018 Fall term and who are not step-eligible.**

##### 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 The 2016-2017 Part-time Faculty salary schedule shall be the 2015-2016 schedule increased by 1.5% effective July 1, 2016. Such increases shall be paid retroactively in June 2017.~~

~~26.4.5.2 The 2017-2018 Part-time Faculty salary schedule shall be the 2016-2017 schedule increased by 1.0% effective July 1, 2017.~~

**26.4.5.2A The 2018-2019 Part-time Faculty salary schedule shall be the 2017-2018 schedule increased by 1.25% effective July 1, 2018.**

See the Part-time Faculty Salary Schedules below. [to be inserted]

#### 26.5 Flight Instructors, Part-time

...

26.5.4 **Wage Schedule.** ~~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 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.

...

26.6 **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. [TO BE INSERTED]

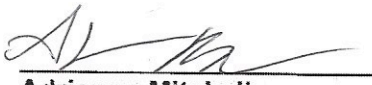
26.7 **Part-time Coaches**

26.7.1 Part-time head coaches shall receive a 5% increase to their current stipends, effective July 1, 2018.

## **B. 2018 – 2019 SALARY SCHEDULES** *Amended consistent with language above*

### **C. SIGNATURES**

#### **TENTATIVE AGREEMENT**



Adrienne Mitchell  
LCCEA President /  
LCCEA Bargaining Co-Chair

12/11/18  
Date




James Salt  
LCCEA Bargaining Co-Chair

12/11/18  
Date

Tim Keeley  
LCC Bargaining Chair

Date



Paul Jarrell  
Vice President, ASA

12-11-18  
Date