

## 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 step and a half steps~~ in the amount of ~~4.875%~~ **5.625%** ~~3.75%~~ shall be added to the top of the salary schedule on July 1, 2022~~4~~ and the bottom ~~half-step~~ shall be dropped.

***26.2.7.1 Two One longevity steps in the amount of 3.75% each shall be added to the top of the salary schedule on July 1, 2022. Faculty on the top step shall move onto the first longevity step after two years on the top step of the 2022-2023 or any subsequent year salary schedule except as outlined in 26.2.7.1.1. and shall move onto the second longevity step after four years on the top step or two years on the first longevity step.***

***26.2.7.1.1 Faculty on step 14 or 14.5 of the 2021-2022 salary schedule for four or more years or 18.5 years of bargaining unit service, whichever is sooner, as of June***

**30, 2022 shall advance to the longevity step July 1, 2022. Faculty on step 14 or 14.5 of the 2021-2022 salary schedule for three years or 17.5 years of bargaining unit service, whichever is sooner, as of June 30, 2022, shall advance to the longevity step July 1, 2023.**

### **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, when the inflation index outlined 26.2.8 is less than 1%, a minimum of 1% shall be applied to salary schedules on July 1. When the inflation index outlined in 26.2.8 is greater than 4%, 4% shall be applied to the salary schedules on July 1 of 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: ~~4% on July 1, 2019; 1.25% on July 1, 2020, and 1.5% on July 1, 2021. July 1, 2019.~~

**26.4.5.1 For the 2022-2024 years only, when the inflation index outlined 26.2.8 is less than 1%, a minimum of 1% shall be applied to salary schedules on July 1. When the inflation index outlined in 26.2.8 is greater than 4%, 4% 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.

26.4.6.1 ~~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 **or longevity 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 ~~2019-2022-2023~~ part-time faculty salary schedule shall be adjusted by ~~2.0%~~ **5 4% 3%** after COLA is applied. The ~~2020-24~~ **2023-2024** part-time faculty salary schedule shall be adjusted by ~~2.5%~~ **3 2%** 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. *The Flight Tech Part-time Faculty Salary Schedules will be adjusted by the same COLA and Part-time Faculty Parity Adjustments as the Part-time Faculty Salary Schedules effective July 1 each year.*** 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: Annual FTE = (0.6 x



official NWAC playing season weeks)/33 + (0.15 x 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: Annual Stipend = Head Coach Annual FTE x Contract Days x 240 x **1.10**.

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

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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.~~