

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

Commented [AM1]: Per Placement MOA 09182019

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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