

Economic Agreement

For July 1, 2022 – June 30, 2024
within the 2019-2024 Main Agreement

between

Lane Community College Board of Education

and

Lane Community College Education Association



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.

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Economic Agreement

The following constitutes agreement between the College and the Association from the economic negotiations mandated by the 2019-2024 Main agreement.

1. **Period Covered by the Agreement.** This agreement covers the two academic years beginning July 1, 2022 and ending June 30, 2024.
2. The College and Association agree to the following additions and modifications to the 2019-2024 main agreement.

The 2019-2024 CBA shall be modified as follows.

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ARTICLE 9 - CALENDAR

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- 9.1 **Work Year.** Employees contracted to work a three (3) term year shall work one hundred seventy-three days (173) as scheduled by the College. The 173 days include 165 instructional days, and eight (8) non-instructional days. (The contracted faculty salary schedule shall be increased commensurate with the number of increased work days.)

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9.2 **Non-instructional Days**

- 9.2.1 **Non-instructional Days - Contracted.** Eight non-instructional days may be scheduled by the College for contracted faculty prior to the beginning of classes each fall term. Six of the non-instructional days shall be assigned for Fall in-service activities as described in Article 9.3. The remaining two 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~~ eight non-instructional days, one (1) day of in-service shall be scheduled during the Winter or Spring term.

- 9.2.2 **Non-instructional Days - Part-time.** Each part-time faculty member shall be compensated for attendance of a maximum of forty-four (44) 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.

- 9.2.2.1 Up to a maximum of 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-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 sixteen (16) hours of in-service attendance for part-time faculty members shall be compensated by the College each year for part-time faculty at the rate of eight hours per term in the winter 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 sixteen (16)-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.

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9.3 **Fall In-service.** Fall in-service shall be held on the Thursday (i.e. eleven days prior to the beginning of Fall term), and Friday morning, Tuesday, Wednesday, Thursday, and Friday immediately prior to the first week of classes in fall term. The first Thursday shall be scheduled by the College. 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. Wednesday afternoon, and the first-Friday morning and the second Friday shall be class prep days; no other required activities may be scheduled for faculty members on class prep days. One half day of class prep time shall be floating for faculty use sometime during the academic year.

9.4 **Faculty Connections.** Faculty Connections is a faculty-organized orientation of new faculty members. Faculty Connections shall be held the Tuesday and/or Wednesday immediately prior to Fall in-service or as determined by the Faculty Connections Steering Committee.

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- 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, 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.

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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 spouse or domestic partners of any gender, persons for whom the employee is legally or financially responsible. Step and foster relationships shall be inclusive of non-married domestic partners of any gender.

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ARTICLE 20 - LEAVES WITHOUT PAY

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- 20.4 **Parental Leave**

20.4.1 A parental leave (for maternity, paternity, or adoption, or newly fostered children) 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 or newly established foster child relationship.

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

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, not to exceed 1%, associated with the Oregon Paid Family and Medical Leave Insurance (PFMLI).

20.6.2 When final program rules are released by the Department of Economic Security for the PFMLI program, LCCEA and HR will work together to develop a procedure that allows for participating faculty to use a portion of available sick or personal leave, to be determined after final rules are released, to make up the difference between their regular compensation and benefit amounts paid from the PFMLI program consistent with eligibility definitions used for the Oregon Family Leave Act (OFLA) or the Family Medical Leave Act (FMLA), whichever is broader.

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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, spouse or domestic partner, children, siblings, mother- or father-in-law,

son- or daughter-in-law, sister-in-law, brother-in-law, grandparents, grandchildren, great-grandparents, great-grandchildren, 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 relationships 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 for the leave.

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21.2.4 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 subject to approval by the responsible administrator; approval shall not be unreasonably withheld.

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ARTICLE 23 – PROFESSIONAL DEVELOPMENT AND ACADEMIC SCHOLARSHIP

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23.14 Curriculum Development Rate

23.14.1 The curriculum development hourly rate shall be \$32.50 effective July 1, 2022 and shall not be awarded for regular, routine course updates to contracted faculty but may be for part-time faculty.

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ARTICLE 26 - SALARY

26.1 General

26.1.1 The 2022-2023 and 2023-2024 salary schedules 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.

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

26.2.7 One step in the amount of 3.75% shall be added to the top of the salary schedule on July 1, 2022 and the bottom half step shall be dropped.

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Cost of Living Adjustments

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

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

See the Contracted Faculty Salary Schedules below.

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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**

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Cost of Living Adjustments

26.4.5 Annual cost of living adjustments will be based upon the U.S. CPI-U All Cities, All Items, Non-Seasonally Adjusted (Series ID: CUUR0000SA0), January to January changes, according to the Bureau of Labor Statistics, February releases, except as follows.

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

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

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26.4.6.2 Part-time Faculty Parity Adjustments. The 2022-2023 part-time faculty salary schedule shall be adjusted by 2% after COLA is applied. The 2023-2024 part-time faculty salary schedule shall be adjusted by 1% 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

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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.

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26.6 Head Coaches, Part-time

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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, 2022 by using the following formula: Annual Stipend = Head Coach Annual FTE x Contract Days x 240 x 1.03.

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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26.8 **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.

LANE COMMUNITY COLLEGE
 CONTRACTED FACULTY SALARY SCHEDULE
 Effective 7-1-2022 through 6-30-2023
 2.25% COLA; 2.065% for additional 3.5 non-instructional work days
 Full steps as earned; Full step added at top; bottom 1/2 step dropped

LEVEL 01 CONTRACT STEP	LEVEL 01 PAYROLL CODE	ANNUAL	12 MONTH PAY (24 Pay Periods)	10 MONTH PAY (20 Pay Periods)	HOURLY RATE
STEP 1	1	58,417	2,434.04	2,920.85	41.85
STEP 1.5	2	59,512	2,479.67	2,975.60	42.63
STEP 2	3	60,628	2,526.17	3,031.40	43.43
STEP 2.5	4	61,765	2,573.54	3,088.25	44.24
STEP 3	5	62,923	2,621.79	3,146.15	45.07
STEP 3.5	6	64,103	2,670.96	3,205.15	45.92
STEP 4	7	65,305	2,721.04	3,265.25	46.78
STEP 4.5	8	66,529	2,772.04	3,326.45	47.66
STEP 5	9	67,777	2,824.04	3,388.85	48.55
STEP 5.5	10	69,048	2,877.00	3,452.40	49.46
STEP 6	11	70,342	2,930.92	3,517.10	50.39
STEP 6.5	12	71,661	2,985.88	3,583.05	51.33
STEP 7	13	73,005	3,041.88	3,650.25	52.30
STEP 7.5	14	74,374	3,098.92	3,718.70	53.28
STEP 8	15	75,768	3,157.00	3,788.40	54.28
STEP 8.5	16	77,189	3,216.21	3,859.45	55.29
STEP 9	17	78,636	3,276.50	3,931.80	56.33
STEP 9.5	18	80,111	3,337.96	4,005.55	57.39
STEP 10	19	81,613	3,400.54	4,080.65	58.46
STEP 10.5	20	83,143	3,464.29	4,157.15	59.56
STEP 11	21	84,702	3,529.25	4,235.10	60.67
STEP 11.5	22	86,290	3,595.42	4,314.50	61.81
STEP 12	23	87,908	3,662.83	4,395.40	62.97
STEP 12.5	24	89,556	3,731.50	4,477.80	64.15
STEP 13	25	91,235	3,801.46	4,561.75	65.35
STEP 13.5	26	92,946	3,872.75	4,647.30	66.58
STEP 14	27	94,689	3,945.38	4,734.45	67.83
STEP 14.5	28	96,464	4,019.33	4,823.20	69.10
STEP 15	29	98,273	4,094.71	4,913.65	70.40

FACULTY WORK YEAR - 174.5 days
 64.5 Days - Fall
 55 Days - Winter
 55 Days - Spring

LANE COMMUNITY COLLEGE
 CONTRACTED FACULTY SALARY SCHEDULE
 Effective 7-1-2023 through 6-30-2024
 2.25% COLA
 Full steps as earned

LEVEL 01 CONTRACT STEP	LEVEL 01 PAYROLL CODE	ANNUAL	12 MONTH PAY (24 Pay Periods)	10 MONTH PAY (20 Pay Periods)	HOURLY RATE
STEP 1	1	59731	2,488.79	2,988.55	42.79
STEP 1.5	2	60851	2,535.46	3,042.55	43.59
STEP 2	3	61992	2,583.00	3,099.60	44.41
STEP 2.5	4	63155	2,631.46	3,157.75	45.24
STEP 3	5	64339	2,680.79	3,216.95	46.09
STEP 3.5	6	65545	2,731.04	3,277.25	46.95
STEP 4	7	66774	2,782.25	3,338.70	47.83
STEP 4.5	8	68026	2,834.42	3,401.30	48.73
STEP 5	9	69302	2,887.58	3,465.10	49.64
STEP 5.5	10	70602	2,941.75	3,530.10	50.57
STEP 6	11	71925	2,996.88	3,596.25	51.52
STEP 6.5	12	73273	3,053.04	3,663.65	52.49
STEP 7	13	74648	3,110.33	3,732.40	53.47
STEP 7.5	14	76047	3,168.63	3,802.35	54.47
STEP 8	15	77473	3,228.04	3,873.65	55.50
STEP 8.5	16	78926	3,288.58	3,946.30	56.54
STEP 9	17	80405	3,350.21	4,020.25	57.60
STEP 9.5	18	81913	3,413.04	4,095.65	58.68
STEP 10	19	83449	3,477.04	4,172.45	59.78
STEP 10.5	20	85014	3,542.25	4,250.70	60.90
STEP 11	21	86608	3,608.67	4,330.40	62.04
STEP 11.5	22	88232	3,676.33	4,411.60	63.20
STEP 12	23	89886	3,745.25	4,494.30	64.39
STEP 12.5	24	91571	3,815.46	4,578.55	65.60
STEP 13	25	93288	3,887.00	4,664.40	66.83
STEP 13.5	26	95037	3,959.88	4,751.85	68.08
STEP 14	27	96820	4,034.17	4,841.00	69.36
STEP 14.5	28	98634	4,109.75	4,931.70	70.65
STEP 15	29	100484	4,186.83	5,024.20	71.98

FACULTY WORK YEAR - 174.5 days
 64.5 Days - Fall
 55 Days - Winter
 55 Days - Spring

LANE COMMUNITY COLLEGE
PART-TIME CREDIT INSTRUCTOR SALARY SCHEDULE
Effective 7-1-2022 through 6-30-2023
2.25% COLA; 2% pay parity adjustment; full steps as earned (21 credits taught)
Full step added at top; bottom 1/2 step dropped

LEVEL 01	LEVEL 01	PER CREDIT	HOURLY	ADJUSTED
CONTRACT STEP	PAYROLL CODE	RATE	RATE	FULL TIME
				TERM PAY
STEP 1	1	842	28.70	12,627
STEP 1.5	2	858	29.24	12,864
STEP 2	3	874	29.78	13,105
STEP 2.5	4	890	30.34	13,350
STEP 3	5	907	30.91	13,601
STEP 3.5	6	924	31.49	13,856
STEP 4	7	941	32.08	14,116
STEP 4.5	8	959	32.68	14,380
STEP 5	9	977	33.30	14,650
STEP 5.5	10	995	33.92	14,925
STEP 6	11	1014	34.55	15,204
STEP 6.5	12	1033	35.20	15,490
STEP 7	13	1052	35.86	15,780
STEP 7.5	14	1072	36.54	16,076
STEP 8	15	1092	37.22	16,377
STEP 8.5	16	1112	37.92	16,684
STEP 9	17	1133	38.63	16,997
STEP 9.5	18	1154	39.35	17,316
STEP 10	19	1176	40.09	17,641
STEP 10.5	20	1198	40.84	17,971
STEP 11	21	1221	41.61	18,308
STEP 11.5	22	1243	42.39	18,652
STEP 12	23	1267	43.18	19,001
STEP 12.5	24	1290	43.99	19,357
STEP 13	25	1315	44.82	19,720
STEP 13.5	26	1339	45.66	20,090
STEP 14	27	1364	46.52	20,467
STEP 14.5	28	1390	47.39	20,851
STEP 15	29	1416	48.28	21,242

LANE COMMUNITY COLLEGE
 PART-TIME CREDIT INSTRUCTOR SALARY SCHEDULE
 Effective 7-1-2023 through 6-30-2024
 2.25% COLA; 1% pay parity adjustment
 Full steps as earned (21 credits taught)

LEVEL 01 CONTRACT STEP	LEVEL 01 PAYROLL CODE	PER CREDIT RATE	HOURLY RATE	ADJUSTED FULL TIME TERM PAY
STEP 1	1	869	29.64	13040
STEP 1.5	2	886	30.19	13285
STEP 2	3	902	30.76	13534
STEP 2.5	4	919	31.34	13788
STEP 3	5	936	31.92	14046
STEP 3.5	6	954	32.52	14309
STEP 4	7	972	33.13	14578
STEP 4.5	8	990	33.75	14851
STEP 5	9	1009	34.39	15130
STEP 5.5	10	1028	35.03	15413
STEP 6	11	1047	35.69	15702
STEP 6.5	12	1066	36.36	15997
STEP 7	13	1086	37.04	16297
STEP 7.5	14	1107	37.73	16602
STEP 8	15	1128	38.44	16913
STEP 8.5	16	1149	39.16	17231
STEP 9	17	1170	39.90	17554
STEP 9.5	18	1192	40.64	17883
STEP 10	19	1215	41.40	18218
STEP 10.5	20	1237	42.18	18560
STEP 11	21	1261	42.97	18908
STEP 11.5	22	1284	43.78	19262
STEP 12	23	1308	44.60	19623
STEP 12.5	24	1333	45.43	19991
STEP 13	25	1358	46.29	20366
STEP 13.5	26	1383	47.15	20748
STEP 14	27	1409	48.04	21137
STEP 14.5	28	1436	48.94	21533
STEP 15	29	1462	49.86	21937

LANE COMMUNITY COLLEGE
FLIGHT INSTRUCTOR SALARY SCHEDULE
 Effective 7-1-2022 through 6-30-2023
 2.25% COLA; 2% pay parity adjustment
 Step added at top; bottom step dropped

LEVEL 1	STEP	HOURLY RATE
	1	24.16
	2	25.08
	3	26.03
	4	27.02
	5	28.05
	6	29.12
	7	30.22
	8	31.37
	9	32.56

LEVEL 2	STEP	HOURLY RATE
	1	29.38
	2	30.50
	3	31.66
	4	32.86
	5	34.11
	6	35.40
	7	36.75
	8	38.15
	9	39.60

LANE COMMUNITY COLLEGE
FLIGHT INSTRUCTOR SALARY SCHEDULE

Effective 7-1-2023 through 6-30-2024

2.25% COLA

1% pay parity

		HOURLY RATE
LEVEL 1	STEP	
	1	24.95
	2	25.90
	3	26.88
	4	27.90
	5	28.96
	6	30.07
	7	31.21
	8	32.39
	9	33.62
LEVEL 2	STEP	
	1	30.34
	2	31.49
	3	32.69
	4	33.93
	5	35.22
	6	36.56
	7	37.95
	8	39.39
	9	40.89

ARTICLE 29 - CONTRACTED AND PART-TIME FACULTY STEP PLACEMENT

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29.1.3 Language Skills: Initial Placement. One (1) ~~two~~ additional step 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 one ~~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.

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

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

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

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