

## Memorandum of Agreement

This Agreement is between Umpqua Community College Board of Education and its representative, hereafter referred to as the "College" and the Umpqua Community College Part-Time Faculty Association, and hereafter referred to as the "Association".

Article 7 of the Collective Bargaining Agreement between the College and the Association refers to Compensation; Section A. Salary; 1. Schedule; 5. Meetings.

The salary schedule shall consist of eight steps, with the salary at each step above the first equal to 1.04 times the previous step (4% step raise) for credit faculty and 1.05 times the previous step (5% step raise) for hourly faculty.

An increase of 1% in the salary schedule shall be effective the first day of Fall Term 2018. It shall be binding on the College and the Association and shall remain in force and effect until the last day of Summer Term 2019. This 1% increase results in the following salary schedules:

Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
PER ILC	539.34	560.91	583.35	606.68	630.95	656.19	682.44	709.74
Hourly (other credit)	24.53	25.76	27.05	28.40	29.82	31.31	32.88	34.52
Hourly (non-credit)	19.98	20.98	22.03	23.13	24.28	25.50	26.77	28.11

### Holidays:

Starting in the Fall Term of 2017, there will be no reduction in pay for holidays in each term for all employees covered on this pay schedule.

### Meetings:

Employees required to attend meetings shall be compensated at \$25 per hour. Documentation that the employee is required to attend the meeting will be obtained prior to the event and signed by the Dean and Provost. Attendance at in-service shall be compensated at \$25 per hour up to a limit of \$75 per day. Exception to this will be during Fall in-service where attendance will be compensated for up to 10 hours at a rate of \$25 per hour for that week.

### Cancelled Class Compensation:

If classes are cancelled five business days before the term begins, instructors will be compensated at a rate of \$50 per course.

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Jeri Frank  
Part-time Faculty Association President

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Date

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Dr. Debra H. Thatcher, President  
Umpqua Community College

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Date

**Memorandum of Agreement**

Between Umpqua Community College (College)  
and  
Umpqua Community College Part-Time Faculty Association (Association)

**Exception to Collective Bargaining Agreement (CBA) Article 7.A. Salary, Part-Time Nursing Instructors**

In the contract between the College and the Association, Article 7.A. Salary, does not include an exception for part-time nursing instructors.

***An increase 1% in the Part-time Nursing Hourly schedule shall be effective the first day of Fall Term 2018. It shall be binding on the college and the association and shall remain in full force and effect until the last of Summer Term 2019. The payment for Fall Term 2018 will be distributed after the Part-time Faculty Association and the President of the College sign this Memorandum of Agreement. (CBA executed Nov. 9, 2016)***

**THE AGREEMENT**

As an acknowledgement to external competition and the difficulty recruiting and retaining qualified part-time nursing instructors, the part-time nursing instructor salary schedule is as follows:

Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
PER ILC	539.34	560.91	583.35	606.68	630.95	656.19	682.44	709.74
Clinical instruction Hourly Rate	37.80	39.32	40.89	42.52	44.23	45.99	47.83	49.75

The above clinical instructional hourly rate has been calculated by the following formula: ILC per credit rate divided by 12, then the result is multiplied by 84.1% (0.841)

***Additionally, all part-time nursing Clinical instructors will be paid at the rate reflected above for clinical hours as contracted by the Nursing Department.***

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Jeri Frank  
Part-time Faculty Association President

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Date

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Dr. Debra H. Thatcher, President  
Umpqua Community College

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Date