

UMPQUA COMMUNITY COLLEGE

Umpqua Community College transforms lives and enriches communities.

Executive Session – 4:00 p.m.: Woolley Center, room 108
Per ORS 192.660(2)(d) to conduct deliberations with a person designated by the governing body to carry on labor negotiations.

Work Session – 5:00 p.m.: Woolley Center, room 109
Adult Basic Skills – Tom Tylee

VOL. LVI, No. 6 BOARD OF EDUCATION MEETING

December 8, 2021; 6:00 p.m.; Woolley Center, room 109

(1634 W. Harvard, Roseburg, OR 97471)

A link to the livestream will be available prior to the meeting on facebook.com/umpquacc

A G E N D A

MEMBERS:

Steve Loosley, Chair _____
Guy Kennerly, V. Chair _____
Twila McDonald _____
Melvin "Bud" Smith _____

David Littlejohn _____
Erica Mills _____
Randy Richardson _____

ADMINISTRATION:

Rachel Pokrandt _____

I. CALL TO ORDER

Chair Loosley

II. ATTENDANCE

Chair Loosley

III. PLEDGE OF ALLEGIANCE

Chair Loosley

IV. CITIZEN COMMENTS

The Board values public input. Written comments may be submitted to Robynne Wilgus, Board Secretary, at robynne.wilgus@umpqua.edu by 5:00 pm the day before the meeting. Please include your name, address, and city of residence for full consideration. Comments will be read during the time designated on the agenda. Oral comments may also be made during the meeting at the designated time. Again, please email Robynne Wilgus, Board Secretary, at robynne.wilgus@umpqua.edu by 5:00 pm the day before the meeting. Oral comments will be limited to 3 minutes. The Board may not respond directly to issues raised but refer those issues to the President for appropriate action.

V. CONSENT AGENDA

Chair Loosley

pp 1-4

All matters listed under Consent Agenda are considered by the Board of Directors to be routine or sufficiently supported by information as to not require additional discussion. Consent Agenda items will be enacted by one motion. There will be no separate discussion of these items prior to the time the Board votes on them, unless a Board member requests a specific item be removed from the Consent Agenda for discussion and a separate vote.

VI. CHANGES TO THE AGENDA


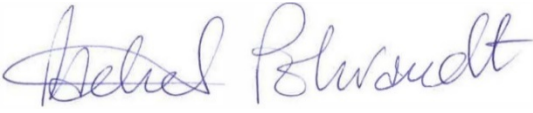
Chair Loosley

VII.	REPORTS		pp 5-7
	A. Standing Report		
	1. ACEUCC Report	Becky Kipperman	
	2. UCCFA Report	John Blackwood	
	3. UCCFAPT Report	Jenny Friedman	
	4. President's Report	Rachel Pokrandt	
	B. Informational Reports		
	1. 2021 IDEAL Committee Report	Alex Jardon	
	2. Fall 2021 Enrollment Report	Missy Olson	
	3. Accreditation Report	Jana Pierce	
VIII.	OLD BUSINESS		
IX.	NEW BUSINESS		
	A. Audit Report for FY 2020-2021	Natalya Brown	p 8
	B. Budget Calendar for FY 2022-2023	Natalya Brown	p 9
	C. Delegation of Facilities Use Fees	Rachel Pokrandt	p 10
	D. Classified Association Contract	Kelley Plueard	pp 11-16
	E. FT Faculty Association Contract	Kelley Plueard	pp 17-20
X.	BOARD COMMENTS	Chair Loosley	
XI.	ADJOURNMENT	Chair Loosley	

UPCOMING MEETING:

- Regular Board Meeting, February 9, 4:30 p.m.

Robynne Wilgus, Board Assistant, Robynne.wilgus@umpqua.edu or 541-440-4622 voice, Oregon Relay TTY: 711. The UCC Board will provide, upon request, reasonable accommodation during Board meetings for individuals with disabilities.

<p>BOARD OF EDUCATION UMPQUA COMMUNITY COLLEGE DOUGLAS COUNTY, OREGON</p>	<p>___ Information Item <u>X</u> Action Item</p>
<p>Subject: Consent Agenda</p>	<p>Date: November 10, 2021</p>
<p><i>Recommend Approval of...</i></p> <ol style="list-style-type: none">1. Minutes of College Board Meeting of Nov. 10, 2021 pp 1-22. Resolution No. 12 – Increase Appropriation pp 3-4 (A new award from The Ford Family Foundation in the amount of \$54,766.)	
<p>Recommendation by:</p> <p></p>	<p>Approved for Consideration:</p> <p></p>

**UMPQUA COMMUNITY COLLEGE
BOARD MINUTES
November 10, 2021**

The Umpqua Community College Board of Education had a regular meeting on Wednesday, November 10, 2021, in Gallery Room 14 in the Whipple Fine Arts Center at Umpqua Community College in Roseburg, Oregon; the meeting was live-streamed on Facebook. Board Chair Loosley called the meeting to order at 4:58 p.m. and the pledge of allegiance was given.

Directors present: Steve Loosley, Bud Smith, Guy Kennerly, Erica Mills, David Littlejohn, Twila McDonald, and Randy Richardson (on zoom)

Others present: Rachel Pokrandt, Tim Hill, Marla Sweningson, Chase Gilley, Suzi Pritchard, Danielle Haskett, Natalya Brown, Linda Samek, Michelle Bergmann, Les Rogers, Nick Tratz, Facebook live-stream

Oath of Office - Melvin “Bud” Smith was sworn in as a Board member.

Citizen Comments – There were none.

Consent Agenda:

1. Minutes of College Board Meeting of Oct. 13, 2021
2. Personnel Actions
3. Resolution No. 11 – Increase Appropriation
4. Academic and College Calendar Juneteenth Update

The consent agenda was approved by general consent. The items are attached to the permanent minutes.

Changes to the Agenda – There were none.

REPORTS

Standing Reports

- **ASUCC – Amanda Cerda, President:** Amanda could not be present at this meeting, but ASUCC is to be commended for their work in organizing a food drive for Thanksgiving.
- **President – Rachel Pokrandt, Ph.D.:** A written report will be posted on the website. There will be an enrollment focus in Performing Arts. The organization chart is being re-structured to best meet the needs of the College. Lots of “Ask Me About UCC” videos are being made to share College stories. Recent and upcoming activities were shared. The SOWI tasting room will open after Thanksgiving. Rachel has been visiting local school districts (high schools) and having conversations on how UCC can partner with them. Jessica Paugh, the new UCC Foundation CEO, will be on campus December 6th. Linda Samek has been hired as the new VP for Special Academic Projects. The final contracts are out for a vote on the collective bargaining agreements so results will be coming in soon.

Informational Reports

- **Annual Governance Assessment – Nick Tratz, College Council Chair:** Nick explained the role of the College Council. Much of last year’s work was to update the policies & procedures and conduct

the governance assessment report. A Canvas module was developed so students and new employees can learn more about governance at UCC. Highlights from last year's report were reviewed. There is discussion about planning a club fair so students can learn how they can be involved in governance.

- **Accessibility Services Report – Les Rogers, Coordinator:** Les was invited to discuss COVID related issues and how they affect students. Four scenarios were presented along with an explanation of how Accessibility Services help students to navigate adjusted due dates, deadlines, and exam dates among other things. Currently 158 students are being served (more than twice the national average). The office, which also serves veterans, is experiencing a lot of growth and need.
- **Quarterly Financial Report FY 2021-22 – Natalya Brown, CFO:** Quarterly reports are focused on the operations of the college. See attachment for report.

NEW BUSINESS

- **Digital Transformation Launch – Tim Hill, Director of IT:** Tim shared the vision to change UCC's processes to become a more student centric college. The transition will occur over a period of 3 years. He is currently meeting with "listening groups" on campus. A steering committee will then evaluate and present a recommendation to the Board in the spring. An example was shared of federal funds being successfully awarded to over 1,600 students by a robot. The robot continues to be used and has helped to shorten daily processes.

Board Comments:

- Thank you to Suzi Pritchard, Director of Communications and Marketing, and her team. They are working on a lot of big marketing projects for UCC.
- Thank you to Jason Heald, the UCC choir for performing for the Board, and Susan Rochester, Chair of Arts & Humanities, for hosting the Board members at Whipple Fine Arts and for her hands-on clay workshop.
- The UCC Foundation's Virtual Legacy Ball is on Friday evening at 6 pm.
- All are welcome to help support ASUCC's efforts in their Thanksgiving food drive.
- The next Board meeting is December 8, 2021.

Meeting adjourned at 6:26 p.m.

Respectfully submitted,

Approved,

Rachel Pokrandt, President
Secretary of the Board

Steve Loosley
Chair of the Board

Recorded by Marla Sweningson

Attached to the permanent minutes: Personnel Actions; Res. No. 11; Updated College Calendars 2021-22, 2022-23, & 2023-24; FY22 Financial Report Sept. 2021

<p>BOARD OF EDUCATION UMPQUA COMMUNITY COLLEGE DOUGLAS COUNTY, OREGON</p>	<p>___ Information Item <u> X </u> Action Item</p>
<p>Subject: Resolution #12, Increase Appropriation - updated</p>	<p>Date: December 8, 2021</p>
<p>This is a resolution to increase appropriation in the Special Revenue Fund – Grants & Contracts.</p> <p>UCC has received a new award from the State of Oregon in the amount of \$54,766.</p> <p>This grant will be used cooperatively promote and provide the successful attainment of Early Childhood Education (ECE) credentials, certificates and degrees by incumbent and emerging Early Educators within Coos, Curry, Douglas, Jackson, Josephine, Klamath, and Lake Counties. This agreement provides opportunities to develop a richer partnership between Institutions of Higher Education (IHE) and Child Care Resource & Referral (CCR&R) organizations to better serve non-traditional and culturally and/or linguistically diverse Early Educators.</p>	
<p>Recommendation by:</p> <p><i>N. Brown</i></p>	<p>Approved for Consideration:</p> <p><i>Debra Blusardt</i></p>

UMPQUA COMMUNITY COLLEGE
Resolution No. 12 - FY 21-22
Increase Appropriation and Approval to Spend

WHEREAS, Umpqua Community College received an award from the State of Oregon in the amount of \$54,766, which could not have been reasonably foreseen, and
WHEREAS, the provisions of ORS 294.338 (2) allow for the expenditure of specific purpose grants;
NOW, THEREFORE BE IT RESOLVED, that the Board of Education at Umpqua Community College hereby adopts this resolution for the grant expenditures in the amount of \$54,766 for support of the Early Childhood Education program and community partnerships.

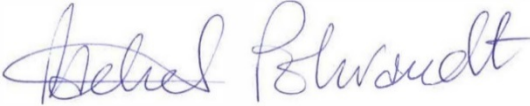
Special Revenue Fund - Grants and Contracts

	21-22 Budget Through Resolution 11	Adjustment	21-22 Budget Through Resolution 12
REVENUES:	\$ 9,210,659	\$ 54,766	\$ 9,265,425
EXPENDITURES:			
Instruction	\$ 1,145,697	\$ 54,766	\$ 1,200,463
Instruction Support	827,747	-	827,747
Student Services	2,784,034	-	2,784,034
College Support Services	4,187,808	-	4,187,808
Community Services	200,096	-	200,096
Financial Aid	65,277	-	65,277
TOTAL	\$ 9,210,659	\$ 54,766	\$ 9,265,425

ADOPTED: DECEMBER 8, 2021

Clerk of the Board

UCC Board Chair

<p align="center">BOARD OF EDUCATION UMPQUA COMMUNITY COLLEGE DOUGLAS COUNTY, OREGON</p>	<p><u> X </u> Information Item</p> <p><u> </u> Action Item</p>														
<p>Subject: Reports</p>	<p>Date: December 8, 2021</p>														
<p>STANDING REPORTS</p> <table border="0"> <tr> <td>1. ACEUCC Report</td> <td>Becky Kipperman, ACEUCC President</td> </tr> <tr> <td>2. UCCFA Report</td> <td>John Blackwood, UCCFA President</td> </tr> <tr> <td>3. UCCFAPT Report</td> <td>Jenny Friedman, UCCFAPT President</td> </tr> <tr> <td>4. President's Report</td> <td>Rachel Pokrandt, President</td> </tr> </table> <p>INFORMATIONAL REPORTS</p> <table border="0"> <tr> <td>1. 2021 IDEAL Committee Report</td> <td>Alex Jardon Associate Professor, Coord. Human Services Program</td> </tr> <tr> <td>2. Fall 2021 Enrollment Report</td> <td>Missy Olson Asst. Vice President Enrollment & Student Services</td> </tr> <tr> <td>3. Accreditation Report</td> <td>Jana Pierce Director of Institutional Effectiveness</td> </tr> </table>		1. ACEUCC Report	Becky Kipperman, ACEUCC President	2. UCCFA Report	John Blackwood, UCCFA President	3. UCCFAPT Report	Jenny Friedman, UCCFAPT President	4. President's Report	Rachel Pokrandt, President	1. 2021 IDEAL Committee Report	Alex Jardon Associate Professor, Coord. Human Services Program	2. Fall 2021 Enrollment Report	Missy Olson Asst. Vice President Enrollment & Student Services	3. Accreditation Report	Jana Pierce Director of Institutional Effectiveness
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<p>Recommendation by:</p>	<p>Approved for Consideration:</p> 														

ASUCC Board Report – Wednesday, November 24th, 2021

- We have successfully completed construction of 75 Thanksgiving meal boxes for students. We had an outstanding amount of donations and have an additional 673 items remaining that will either be transferred to our food pantry or be donated in some fashion. A great big thank you to all participating volunteers and members of the community!
- Our Fresh 4 Finals event is just around the corner. We will have snacks and drinks for students in the student center lobby to provide a boost in brainpower to students on campus.
- We are moving into construction of Holiday stockings for children ages 4 -11.
- We are planning a 'study-in' with the library for Friday, December 3rd from 2 to 7 pm. We will provide snacks, drinks, and raffle prizes, in addition to dinner!


Amanda Cerda
ASUCC President
(she, her)

ACEUCC Board Report
November 2021
Becky Kipperman, ACEUCC President


The Association of Classified Employees of UCC (ACEUCC) currently has about 60 voting members, which is about 70% of eligible classified employees. We support our students and co-workers from every office and department on campus.


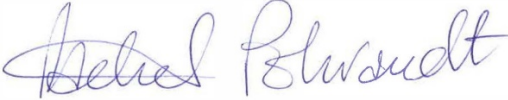
Here is what we have been up to:

- I have been elected ACEUCC President for the remainder of the academic year. I have been serving in various positions on the ACEUCC leadership committee since July 2014. I look forward to continuing to serve my co-workers in this new role.
- The Bargaining team has worked with the College to finalize a draft Collective Bargaining Agreement. This week our members have voted to approve the proposed CBA. I really appreciate all the work put in by both Bargaining teams. Negotiations felt collaborative and respectful.

<p>BOARD OF EDUCATION UMPQUA COMMUNITY COLLEGE DOUGLAS COUNTY, OREGON</p>	<p>___ Information Item __x__ Action Item</p>
<p>Subject: Audit Report for FY 2020-2021</p>	<p>Date: 12/08/2021</p>
<p>The Board of Education is requested to accept the 2020-21 Audit report.</p>	
<p>Recommendation by:</p>	<p>Approved for Consideration: </p>

<p align="center">BOARD OF EDUCATION UMPQUA COMMUNITY COLLEGE DOUGLAS COUNTY, OREGON</p>	<p align="center"><u> X </u> Information Item <u> </u> Action Item</p>
<p>Subject: Proposed Budget Calendar for Fiscal Year 2022-2023</p>	<p>Date: December 8, 2021</p>
<p>Sun., March 20 Publish 1st “Notice of Budget Committee Meeting” (ORS 294.426 – published in News Review, not more than 30 days before the meeting date)</p> <p>Mon., March 28 Publish 2nd “Notice of Budget Committee Meeting” (ORS 294.426 - published on UCC’s website, in a prominent manner and maintained on the website for at least 10 days before the meeting date)</p> <p>Thurs., April 7 First Budget Committee Meeting, 6:00 PM</p> <p>Thurs., April 21 Second Budget Committee Meeting (if needed), 6:00 PM</p> <p>Sun., April 24 Publish “Notice of Budget Hearing” (ORS 294.438 – Not more than 30 days and not less than five day before the meeting of the governing body)</p> <p>Wed., May 11 Hold budget hearing</p> <p>Wed., June 8 Regular College Board of Education Meeting: Adopt resolutions, adopt budget, and make appropriations.</p>	
<p align="center"><i>N. Brown</i></p>	<p>Approved for Consideration:</p> <p align="center"><i>Debra Blusardt</i></p>

<p>BOARD OF EDUCATION UMPQUA COMMUNITY COLLEGE DOUGLAS COUNTY, OREGON</p>	<p><input type="checkbox"/> Information Item <input checked="" type="checkbox"/> Action Item</p>
<p>Subject: Delegation of Facilities Use Fees</p>	<p>Date: Dec. 8, 2021</p>
<p>Board approval is requested to sunset the existing March 13, 2019 vote related to facilities use fees.</p> <p>Approval is requested to delegate decisions pertaining to facilities use fees to the President or designee.</p>	
<p>Recommendation by:</p>	<p>Approved for Consideration: </p>

<p>BOARD OF EDUCATION UMPQUA COMMUNITY COLLEGE DOUGLAS COUNTY, OREGON</p>	<p>___ Information Item <u>X</u> Action Item</p>
<p>Subject: Association of Classified Employees of Umpqua Community College Contract</p>	<p>Date: December 08, 2021</p>
<p>Board approval is requested to ratify the contract between the Umpqua Community College District Board of Education (the "College") and the Association of Classified Employees of Umpqua Community College affiliated with the Oregon Education Association as certified by the Employee Relations Board (the "Association"). The contract is to be effective July 1, 2021- June 30, 2025.</p> <p>A summary of changes is attached.</p>	
<p>Recommendation by: </p>	<p>Approved for Consideration: </p>

**Bargaining Revisions to the
Association of Classified Employees of Umpqua Community College Contract
December 8, 2021**

Summary of Changes:

Article 2 – Association Rights

- Revised to comply with changes made in Oregon law since the prior contract

Article 7 – Employee Rights

- Revised Section A to permit criticism of employee performance to be shared on a “need to know” basis, rather than kept confidential
- Added a provision for employees who are being interviewed regarding matters that could lead to discipline to be notified in advance
- Limited the right to Association representation to interviews where the employee is answering questions that could lead to discipline, not meetings to instruct, train, assign or inform employees is expectations or disciplinary action
- Streamlined complaint processing section and added provision that the College will strive to complete investigations within a reasonable period

Article 8 – Employment Status/Disciplinary Action

- Extended the time for probationary periods to be extended from 3 to 6 months
- Extended the probationary period for employees who are reassigned, promoted, or transferred from 3 to 6 months
- Added a provision for employees who do not satisfactorily complete probation after reassignment, promotion or transfer to be assigned to a vacant position for which they are qualified or placed on the recall list, if no such positions are available
- Added “other work-related behavior” to the reasons for which an employee can be placed on a Performance Improvement Plan
- Added a provision stating that employees are expected to show improvement within the time identified in a Performance Improvement Plan or be subject to further discipline, including discharge

Article 9 – Personnel Files

- Added a provision stating that written reprimands will only be removed from an employee’s personnel file at the end of 2 years if there has been no discipline for the same or similar conduct during that period.
- Extended the time for other disciplinary actions (suspensions, demotions, or Performance Improvement Plans) to be removed from employee personnel files from 3 to 5 years

- Added a provision stating that disciplinary actions removed from employee personnel files may be used to defend against legal claims and establish the existence of mitigating or aggravating circumstances

Article 10 – Assignments, Vacancies and Transfers

- Deleted provision for employees seeking voluntary transfers to other positions to apply (to be addressed through electronic posting of vacancies)
- Added a provision for the College to involuntarily transfer employees to other positions and be paid the wages applicable to such positions
- Added a provision allowing temporary reassignments to be extended beyond 1 year
- Clarified wages to be paid to employees who are working out of classification

Article 11 – Employee Performance Evaluations

- Revised provision stating employees will be evaluated every 2 years to annual evaluations

Article 12 – Reductions in Force

- Shortened the period for employees to be notified of layoff from 60 to 45 calendar days
- Deleted requirement that College provide employees who are notified of layoff of vacant positions they would be eligible to bump into in favor of a provision requiring the College to simply notify such employees of vacant positions in the same or lower wage grades
- Added a provision stating that the College will determine whether the positions that remain after a reduction in force will be staffed by full-time or part-time employees
- Added a provision stating that probationary employees who are laid off and later recalled must complete their entire probationary period
- Limited the obligation to fill vacancies with employees who have been notified of layoff to positions in the same or lower pay grade for which they are qualified
- Added the requirement that employees notified of layoff submit resumes describing their qualifications, experience, etc.
- Added a 3-month probationary period for employees who are placed in a vacant position, with a provision allowing a 3-month extension in probationary period with those who do not satisfactorily complete probation being placed on the recall list
- Limited bumping rights to permit bumping only if the employee has held the position they are seeking to bump into within the last 5-years
- Requiring employees who exercise bumping right to bump the least senior employee in the position they are bumping into
- Deleted a provision requiring employees who bump to retain their current (higher) salary and replaced it with a provision stating that employees who bump will be paid at the wage rate applicable to the position they bumped into
- Added a 3-month probationary period for employees who bump into another positions, unless they have occupied that position within the preceding 3 years

- Clarifying that employees who are laid off as a result of bumping are not entitled to 45 days' notice of layoff
- Limiting the period of recall rights from 30 months to 18 months
- Clarifying and streamlining recall notification procedures
- Added a provision stating that employees who are recalled to their former position and do not respond within 5 business days forfeit recall rights
- Added a provision stating that employees who are recalled will be placed on probation unless they have occupied the position they were recalled to within the preceding 5-years
- Limiting tuition waiver from 30 months of recall to 18 months

Article 13 – Job Position and Grade System

- Added job descriptions to be posted electronically
- Incorporated provision for written notice to be sent to the Association when substantial changes are made in a job description with time limitations on when the Association can demand to bargain

Article 14 – Compensation

- Adjusted wage schedule based on for fiscal year 2021-2021 retroactive to July 1, 2021
- Reopener of Article 14.A and Wage Appendices on March 1, 2022, and March 1, 2023, for negotiation of the wage rate to be effective fiscal year 2022-2023 and 2023-2024
- Reopener of all of Article 14 and Wage Appendices on March 1, 2024, for negotiation of wage rate and other sections of that article to be effective fiscal year 2024-2025

Article 15 – Employee Benefits

- Increased College insurance contribution for full-time employees from \$1380/month to \$1405/month effective October 1, 2021
- Reopener on March 1, 2022, and March 1, 2023, for the purpose of negotiating whether the College contribution should be increased
- Reopener of all of Article 15 on March 1, 2024, for the purpose of negotiating whether the College contribution should be increased and any other changes in Article 15
- Clarified early retirement language to require employees seeking eligibility for early retirement benefits to complete the 15-year requirement with continuous full-time employment during the 15 years immediately preceding retirement
- Revised provision for health insurance benefits for spouses/domestic partners of early retired employees – College contribution discontinued when the retired employee reaches Medicare eligibility or passes away, rather than when the spouse reaches Medicare eligibility or passes away. Spousal insurance can be continued until spouse becomes Medicare eligible through 100% payment on tiered rate contribution

Article 16 – Holidays and Vacation

- Added Juneteenth
- Specified that holidays granted during the Christmas and 4th of July holidays are at the discretion of the President
- Reduced the maximum amount of vacation hours employees may accrue from 160 to 120 hours for employees with up to five years of service; 240 to 180 for employees with six to ten years of service and 320 to 240 for employees with 11 or more years of service

Article 17 – Work Hours and Overtime

- Deleted provision allowing employees who work a 10-hour workday to receive holiday and vacation leave calculated at a 10 hour per day basis
- Added pay received as inclement weather pay is not counted as “hours worked for the purpose of computing overtime
- Established a 40-hour maximum accrual for compensatory time

Article 18 – Classified Teaching Procedure

- Added a provision requiring classified staff who perform instructional duties to limit their hours worked to 40 in a workweek unless the HR Director grants approval to do otherwise with pay at 1 ½ to address wage and hour obligation

Article 19 – Paid Leaves of Absence

- Revised sick leave language to comply with OFLA and sick leave law
- Added a provision requiring employees to have health care providers complete medical certification and fitness for duty reports
- Added a provision stating that paid personal leave not used in a fiscal year is forfeited
- Specified that personal leaves of absence not required by law are at the discretion of the College
- Clarified that employee leave under FMLA/OFLA will run concurrently

Article 21 – Professional Growth and Development

- Reduced the obligation the College to increase the pool of funds used for professional development from 10% each year to 1%
- Added a provision allowing the College to apply for up to 10% of the fund for all-staff or group training

Article 23 – General Provisions

- Replaced provision requiring the College to print and distribute copies of the Agreement to posting on the College website

Article 24- Seniority

- Added more comprehensive definitions of bargaining unit and classification Seniority
 - Added a provision allowing employees who are promoted out of the bargaining unit to return to the bargaining unit with their seniority restored, if they return within 24 months
 - Incorporated a list of occurrences that will cause an employee's seniority to be lost and employment to be severed
-
- Article 25 – Term and Execution of Agreement
-
- 4-year term with reopeners on wages and insurance in the 2nd, 3rd and 4th years

CLASSIFIED NEGOTIATED SALARY SCHEDULE

COLA 0% Medical

16,860
17,460

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18
100	26.00	26.52	27.05	27.59	28.14	28.71	29.28	29.87	30.46	31.07	31.69	32.33	32.97	33.63	34.31	34.99	35.69	36.41
90	23.50	23.97	24.45	24.94	25.44	25.95	26.46	26.99	27.53	28.08	28.65	29.22	29.80	30.40	31.01	31.63	32.26	32.91
80	21.00	21.42	21.85	22.29	22.73	23.19	23.65	24.12	24.60	25.10	25.60	26.11	26.63	27.17	27.71	28.26	28.83	29.41
70	18.50	18.87	19.25	19.63	20.02	20.43	20.83	21.25	21.68	22.11	22.55	23.00	23.46	23.93	24.41	24.90	25.40	25.90
60	17.50	17.85	18.21	18.57	18.94	19.32	19.71	20.10	20.50	20.91	21.33	21.76	22.19	22.64	23.09	23.55	24.02	24.50
50	16.50	16.83	17.17	17.51	17.86	18.22	18.58	18.95	19.33	19.72	20.11	20.52	20.93	21.34	21.77	22.21	22.65	23.10
40	15.50	15.81	16.13	16.45	16.78	17.11	17.46	17.80	18.16	18.52	18.89	19.27	19.66	20.05	20.45	20.86	21.28	21.70
30	15.00	15.30	15.61	15.92	16.24	16.56	16.89	17.23	17.57	17.93	18.28	18.65	19.02	19.40	19.79	20.19	20.59	21.00


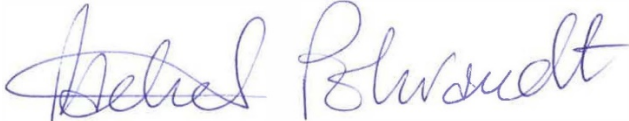
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18
100	54,080	55,162	56,265	57,390	58,538	59,709	60,903	62,121	63,363	64,631	65,923	67,242	68,587	69,958	71,357	72,785	74,240	75,725
90	48,880	49,858	50,855	51,872	52,909	53,967	55,047	56,148	57,271	58,416	59,584	60,776	61,992	63,231	64,496	65,786	67,102	68,444
80	43,680	44,554	45,445	46,354	47,281	48,226	49,191	50,175	51,178	52,202	53,246	54,311	55,397	56,505	57,635	58,788	59,963	61,163
70	38,480	39,250	40,035	40,835	41,652	42,485	43,335	44,201	45,085	45,987	46,907	47,845	48,802	49,778	50,774	51,789	52,825	53,881
60	36,400	37,128	37,871	38,628	39,401	40,189	40,992	41,812	42,648	43,501	44,371	45,259	46,164	47,087	48,029	48,990	49,969	50,969
50	34,320	35,006	35,707	36,421	37,149	37,892	38,650	39,423	40,211	41,016	41,836	42,673	43,526	44,397	45,285	46,190	47,114	48,056
40	32,240	32,885	33,542	34,213	34,898	35,596	36,307	37,034	37,774	38,530	39,300	40,086	40,888	41,706	42,540	43,391	44,259	45,144
30	31,200	31,824	32,460	33,110	33,772	34,447	35,136	35,839	36,556	37,287	38,033	38,793	39,569	40,361	41,168	41,991	42,831	43,688

Classified 2020-21 Salary Schedule

COLA 1%

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18
100	25.22	25.73	26.24	26.77	27.30	27.85	28.41	28.97	29.55	30.15	30.75	31.36	31.99	32.63	33.28	33.95	34.63	35.32
90	22.53	22.98	23.44	23.91	24.39	24.87	25.37	25.88	26.40	26.92	27.46	28.01	28.57	29.14	29.73	30.32	30.93	31.55
80	20.04	20.44	20.85	21.27	21.69	22.13	22.57	23.02	23.48	23.95	24.43	24.92	25.42	25.93	26.45	26.97	27.51	28.06
70	17.65	18.00	18.36	18.73	19.10	19.49	19.88	20.27	20.68	21.09	21.51	21.94	22.38	22.83	23.29	23.75	24.23	24.71
60	16.62	16.95	17.29	17.64	17.99	18.35	18.72	19.09	19.47	19.86	20.26	20.66	21.08	21.50	21.93	22.37	22.81	23.27
50	14.60	14.89	15.19	15.49	15.80	16.12	16.44	16.77	17.11	17.45	17.80	18.15	18.52	18.89	19.26	19.65	20.04	20.44
40	13.90	14.18	14.46	14.75	15.05	15.35	15.66	15.97	16.29	16.61	16.95	17.29	17.63	17.98	18.34	18.71	19.09	19.47
30	12.37	12.62	12.87	13.13	13.39	13.66	13.93	14.21	14.50	14.79	15.08	15.38	15.69	16.01	16.33	16.65	16.99	17.32
20	11.78	12.02	12.26	12.50	12.75	13.01	13.27	13.53	13.80	14.08	14.36	14.65	14.94	15.24	15.54	15.85	16.17	16.49
10	11.22	11.44	11.67	11.90	12.14	12.39	12.63	12.89	13.14	13.41	13.67	13.95	14.23	14.51	14.80	15.10	15.40	15.71

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18
100	52,466	53,516	54,586	55,678	56,791	57,927	59,086	60,267	61,473	62,702	63,956	65,235	66,540	67,871	69,228	70,613	72,025	73,466
90	46,860	47,798	48,754	49,729	50,723	51,738	52,773	53,828	54,905	56,003	57,123	58,265	59,430	60,619	61,831	63,068	64,329	65,616
80	41,687	42,521	43,372	44,239	45,124	46,026	46,947	47,886	48,843	49,820	50,817	51,833	52,870	53,927	55,006	56,106	57,228	58,372
70	36,709	37,443	38,192	38,956	39,735	40,530	41,340	42,167	43,011	43,871	44,748	45,643	46,556	47,487	48,437	49,406	50,394	51,402
60	34,566	35,258	35,963	36,682	37,416	38,164	38,927	39,706	40,500	41,310	42,136	42,979	43,839	44,715	45,610	46,522	47,452	48,401
50	30,367	30,975	31,594	32,226	32,871	33,528	34,199	34,883	35,580	36,292	37,018	37,758	38,513	39,283	40,069	40,870	41,688	42,522
40	28,917	29,495	30,085	30,687	31,301	31,927	32,565	33,217	33,881	34,559	35,250	35,955	36,674	37,407	38,156	38,919	39,697	40,491
30	25,735	26,250	26,775	27,311	27,857	28,414	28,982	29,562	30,153	30,756	31,371	31,999	32,639	33,291	33,957	34,636	35,329	36,036
20	24,502	24,992	25,492	26,001	26,521	27,052	27,593	28,145	28,708	29,282	29,867	30,465	31,074	31,695	32,329	32,976	33,636	34,308
10	23,333	23,799	24,275	24,761	25,256	25,761	26,277	26,802	27,338	27,885	28,443	29,011	29,592	30,184	30,787	31,403	32,031	32,672

<p style="text-align: center;">BOARD OF EDUCATION UMPQUA COMMUNITY COLLEGE DOUGLAS COUNTY, OREGON</p>	<p style="text-align: center;"><input type="checkbox"/> Information Item <input checked="" type="checkbox"/> Action Item</p>
<p>Subject: Umpqua Community College Faculty Association Contract</p>	<p>Date: December 08, 2021</p>
<p>Board approval is requested to ratify the contract between the Umpqua Community College District Board of Education and its representative, (College) and the Umpqua Community College Faculty Association of Oregon Education Association as certified by the Employee Relations Board (Association). The contract is to be effective July 1, 2021- June 30, 2022.</p> <p>A summary of changes is attached.</p>	
<p>Recommendation by: </p>	<p>Approved for Consideration: </p>

**Bargaining Revisions to the
Umpqua Community College Faculty Association Contract
December 8, 2021**

Summary of Changes

Article 2 – Association Rights

- Revised Section K to comply with changes made in Oregon Law during the term of the prior contract

Article 5 – Association Dues & Fair Share

- Deleted mandatory fair share language

Article 6 – Employee Rights

- Clarified “just cause” provision to apply only to non-probationary employees
- Added a provision for employees who are being interviewed regarding matters that could lead to discipline to be notified in advance
- Limited the right to Association representation to interviews where the employee is answering questions that could lead to discipline, not meetings to instruct, train, assign or inform employees is expectations or disciplinary action
- Incorporated constitutionally required “due process” notice provisions
- Streamlined complaint processing section and added provision that the College will strive to complete investigations within a reasonable period

Article 7 – Employment Status

- Clarified probationary period of three years

Article 8 – Personnel Files

- Clarified that investigation materials are not kept in employee personnel files
-

Article 11 – Reductions in Force

- Streamlined language

Article 12 – Instructional Authority

- Added provision for Academic Council and Assessment and Curriculum Standards Committee to review and approve changes in curriculum courses and programs

Article 14 – Workload

- Revised section defining low enrollment courses and addressing when low enrollment courses will be offered, i.e., when students need the course to graduate; when course is required for a program or flightpath and will be offered only once per academic year or when students need the course to meet prerequisites to advance through their program. Exceptions must be agreed upon by the Department Chair and Chief Academic Officer/College designee

Article 15 – Department Chairs, Program Coordinators and Directors

- Revised compensation section to incorporate a previously agreed upon Memorandum of Agreement and other Association requests

Article 17 – Intellectual Property Rights

- Clarified that information on College approved course syllabuses is the property of the College
- Specified that faculty members must develop processes, materials, and inventions pursuant to a written agreement with the College which is entered into prior to production or development with ownership determined by such agreements

Article 18 – Salary

- Increased base salaries by 2% retroactive to July 1, 2021

Article 19 – Employee Benefits

- Increased monthly insurance payments made by the College from \$1,380 to \$1,405/month retroactive to July 1, 2021

Article 20 – Paid Leaves of Absence

- Revised sick leave provision to comply with Oregon sick, medical and family leave laws
- Strengthened section granting the College the right to verify eligibility to receive sick leave if there is possible misuse or need to verify fitness for duty
- Added a provision requiring employee to enter reason for leaves in electronic timekeeping system
- Revised bereavement leave section to comply with Oregon Family Leave Act

Article 21 – Unpaid Leaves of Absence

- Added language clarifying that extended leaves not required by law are subject to approval at the discretion of the College
- Incorporated provisions to comply with state and federal family/medical leave laws

Article 24 – General Provisions

- Deleted provision requiring the College to distribute printed copies of the contract and added a provision for posting of the contract on the College website

Article 25 – Term and Execution of Agreement

- 1 year term 2021-2022 with successor bargaining beginning no later than February 1, 2022

FACULTY SALARY SCHEDULE

Step	2019-20	2020-21	2021-22
1	47,164.33	47,635.98	48,588.70
2	48,767.92	49,255.60	50,240.72
3	50,426.03	50,930.29	51,948.90
4	52,140.52	52,661.92	53,715.16
5	53,913.29	54,452.43	55,541.48
6	55,746.34	56,303.81	57,429.89
7	57,641.72	58,218.14	59,382.50
8	59,601.54	60,197.55	61,401.51
9	61,627.99	62,244.27	63,489.16
10	63,723.34	64,360.58	65,647.79
11	65,889.94	66,548.84	67,879.82
12	68,130.19	68,811.50	70,187.73
13	70,446.62	71,151.09	72,574.11
14	72,841.81	73,570.22	75,041.63
*15	75,318.43	76,071.61	77,593.05