



## Memorandum of Agreement

BETWEEN: Clackamas Community College ("Employer")

AND: The Clackamas Community College Education Association, OEA

### I. Background

The Clackamas Community College Education Association (hereafter the Association) and Clackamas Community College worked collaboratively during successor negotiations for the July 1, 2023 to June 30, 2026 labor agreement to ensure Full-Time Faculty pay practices are accurately reflected in the language of the bargaining agreement.

The primary example of the discrepancy between contract language and pay practice in prior iterations of the collective bargaining agreement was the college's practice of implementing Cost-of-Living Adjustment (COLA) increases for Full-Time Faculty September 1 when the contract language stated that COLA increases were given effective July 1.

It was determined that the college had an established practice of granting COLA's on July 1 for Full-Time Faculty who start their contract year in summer term. Currently there are two (2) Full-Time Faculty members who have been receiving COLA increases effective July 1: Casey Sims and Diana Tourney.

As it is not the intent to harm any members of the Full-Time Faculty who currently receive their COLA increases effective July 1, the Clackamas Community College Education Association and Clackamas Community College have agreed to the Memorandum of Agreement outlined below.

This Memorandum of Agreement establishes:

### II. Agreement

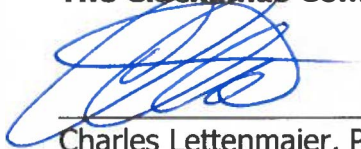
The signatory parties agree to the below without prejudice.

1. Casey and Diana will continue to receive their COLA effective July 1 so long as they continue with any ongoing arrangements of their faculty workload that had prevailed as part of their previous status as "12-month contracted faculty."

2. No distinction shall be made between these faculty and others in the start and end dates of calendars, ILU worksheets, or other workload measurement, including overload pay for any workload beyond the normal 45.

The signatory parties agree to the following without prejudice.

**The Clackamas Community College Education Association, OEA**

  
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Charles Lettenmaier, President


5/12/26  
Date

  
\_\_\_\_\_

George Burgess, Chief Negotiator

5/12/26  
Date

**Clackamas Community College**

  
\_\_\_\_\_

David Plotkin, Vice President, Instruction and Student Services

5-12-2026  
Date