



Memorandum of Agreement

BETWEEN: Clackamas Community College (“Employer”)

AND: The Clackamas Community College Education Association, OEA

I. Background

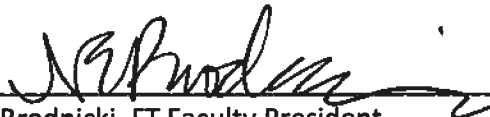
In the 2023-26 Full-time Faculty bargaining agreement, the allocation of regular professional development funds for full-time faculty was changed from an annual amount per faculty member with the ability to rollover funds into future fiscal years to a one-time allocation of \$3,000 per faculty member for the life of the agreement. Exceptional Professional Development (EPD) funds continued to be allocated on a yearly basis. The policies for accessing those funds were not changed, leading to the potential that faculty members could not access those Exceptional funds until the final year of the contract.

II. Agreement

The signatory parties agree to the below without prejudice:

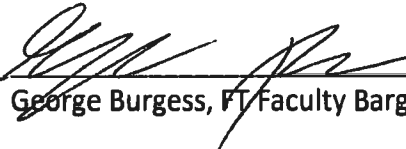
1. The allocation of EPD funds for 2024-25 and 2025-26 shall be changed from \$40,000 per year to a total of \$80,000 for 2024-2026, with the full amount made available starting July 1, 2024.
2. The following policies regarding access to EPD Funds are unchanged and will still apply:
 - a. Faculty must spend all and/or the balance of their \$3000 regular professional development funds before applying for Exceptional Funds from July 1, 2024 to June 30, 2026.
 - b. The maximum award from the EPD fund will be \$1500.00 per faculty member for the 2024-2026 fiscal years.
 - c. Funds will be awarded on a first come, first served basis.
3. Uncommitted EPD funds for the 2023-24 fiscal year shall remain accessible through June 20, 2024 as previously agreed. The Uncommitted EPD process previously scheduled to begin April 1, 2025 shall not take place. A single Uncommitted EPD process for 2024-2026 shall take place starting April 1, 2026, in which faculty who have reached the \$1500 limit on EPD funds may access unused funds up to a maximum of \$2000.
4. This MOA is effective July 1, 2024 and expires on June 30, 2026 unless the parties agree to extend the agreement beyond that date or agree otherwise in bargaining a successor agreement to the current 2023-2026 FTF Agreement. In the latter event, the terms and conditions of this agreement will continue until such an agreement is reached.

The Clackamas Community College Education Association, OEA



Nora Brodnicki, FT Faculty President


5/23/24
Date



George Burgess, FT Faculty Bargaining Chair

5/22/24
Date

Clackamas Community College



David Plotkin, Vice President, Instruction and Student Services

5-22-2024
Date



Melissa McCormack, Chief Human Resources Officer

5/22/2024
Date