



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 the Administration have reached a collective bargaining agreement for July 1, 2023 to June 30, 2026, which is now in effect.

A shared goal of the negotiation teams in this engagement was to ensure Full-Time Faculty pay practices are accurately reflected in the language of the new 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.

As part of this agreement, the prevailing practice of administering faculty workload over a year beginning with Summer Quarter was changed to one beginning with Fall Quarter, with work calendars and workload agreements (ILU worksheets) reflecting this change, and the 2023-24 workload year spanning from Summer 2023 through Summer 2024.

It was established after the tentative agreement was reached that the college also 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 four (4) Full-Time Faculty members who have been receiving COLA increases effective July 1: William Fisher, Casey Sims, Yvonne Smith, 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 Association and the Administration have agreed to Memorandum of Agreement outlined below.

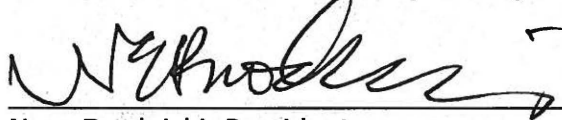
This Memorandum of Agreement establishes:

II. Agreement

1. William, Casey, Yvonne, and Diana will continue to receive their COLA effective July 1 during the term of the current collective bargaining agreement 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 ILUs in the 2023-24 academic year.
3. This agreement ends as of July 1, 2026. The Association and Administration agree to meet no later than January 31, 2026 to negotiate any outstanding issues related to the agreement.

The signatory parties agree to the above without prejudice.

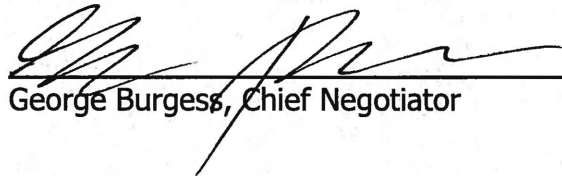
The Clackamas Community College Education Association, OEA



Nora Brodnicki, President

12/5/2023

Date




George Burgess, Chief Negotiator

12/5/23

Date

Clackamas Community College



David Plotkin, Vice President, Instruction and Student Services

12-12-2023

Date