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25-043

SALARY ADJUSTMENT FOR NON-BARGAINING UNIT
ACADEMIC NON-CREDIT INSTRUCTORS

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STRATEGIC THEME: Delivery: Redefine time, place, and systems of educational
delivery to create a more learner-centric ecosystem; Workforce:
Respond to community and workforce needs by developing a
culture of agility

REPORT: Academic Non-Credit and Non-Credit Continuing Education
instructors are not part of the bargaining unit at Portland
Community College and receive no step increases. The hourly
rate can be an issue when trying to recruit and retain instructors.
Requests for instructor pay increases are made after
consideration of projected revenues and expenses and have not
been as frequent as pay increases for other employee
classifications. The last base rate adjustment was 2010 (14
years ago).

Current Academic Non-Credit (ANC) and Non-Credit Continuing
Education Unit (CEU) steps:

Step 1: \$51.36

Step 2: \$57.26

RECOMMENDATION: Increase the base pay and number of pay steps from two to five
for PCC academic non-credit instructors (ANC and CEU) in
order to allow flexibility in recruiting instructors.

Proposed Non-Credit ANC and CEU categories:

Step 1: \$55.00

Step 2: \$60.00

Step 3: \$65.00
Step 4: \$70.00
Step 5: \$75.06