

April 2, 2026

26-070

RATIFICATION OF COLLECTIVE BARGAINING
AGREEMENT FOR SEPTEMBER 1, 2023 THROUGH
AUGUST 31, 2027 BETWEEN PORTLAND COMMUNITY
COLLEGE AND THE PORTLAND COMMUNITY COLLEGE
FEDERATION OF FACULTY AND ACADEMIC
PROFESSIONALS

PREPARED BY: Dr. Howard Croom, Associate Vice President, People Strategy, Equity, and Culture

FINANCIAL
RESPONSIBILITY: Chris Kinsley, Interim Vice President/CFO, Finance & Business Services

APPROVED BY: Chris Kinsley, Interim Vice President/CFO, Finance & Business Services
Dr. Adrien L. Bennings, President

STRATEGIC THEME: Shared Values: People, Connectedness, and Empowerment

REPORT: The collective bargaining agreement between the College and the Portland Community College Federation of Faculty and Academic Professionals (PCCFFAP) for the period of September 1, 2023 to August 31, 2027 included a “reopener” provision. The College and PCCFFAP have engaged in negotiations for an economic reopener which is limited to salary and contribution toward health insurance and a few specific contract articles. Bargaining began in May 2025.

The key economic provisions of the tentative agreement are:

1. The Faculty and Academic Professionals schedules shall be increased by 2% effective June 1, 2026.
2. The Faculty and Academic Professionals schedules shall be increased by 3% effective September 1, 2026.
3. A one-time payment to all:
 - Full time Faculty of \$5,475.
 - Academic Professionals of \$5,000.
 - Part time Faculty and Academic Professionals of \$1,400
3. Effective September 1, 2026, the College will increase the

Part-time Pay Schedule in Appendix C as follows: 75% to 76%.

5. Upon ratification, Faculty and APs who hold a doctoral or terminal degree, which is not required by the minimum qualifications for their position, as documented with Official Transcripts provided to PSEC, will receive the following one-time stipend. The College will provide FFAP with a copy of data collected on stipend recipients.
 - Full-time Faculty: \$1,000
 - Part-time Faculty (at 1.5 FTE as calculated for health insurance): \$1,000
 - Part-time Faculty (under 1.5 FTE as calculated for Health Insurance qualification): \$500
6. The monthly maximum College contributions toward employee health insurance (combined medical, prescription drug, vision and dental) shall increase, as follows:
 - Employee \$837
 - Employee + Spouse \$1,566
 - Employee + Children \$1,415
 - Family \$2,228
7. Beginning October 2026 open enrollment Employees selecting an HSA-eligible plan (Moda or Kaiser) will receive the remaining district contribution deposited into their HSA.
8. Part-time Faculty insurance contributions prorated based on FTE (compared to 3.0 FTE for full-time Faculty) Minimum contribution: 65%
9. Academic Professionals may cash out up to 40-hours of vacation accrual or personal leave accrual or the ratio based on less than 1.0 FTE. The employee leave balance must reflect the value in their accrual as of the date of request. The request must be submitted through Workday no later than May 15, 2026.

RECOMMENDATION: That the tentative agreement between the College and the PCC Federation of Faculty and Academic Professionals summarized in the REPORT section above be adopted by the Board of Directors.