

May 16, 2002

02-101

AUTHORITY TO ACCEPT AMENDMENT TO THE
PORTLAND COMMUNITY COLLEGE FACULTY
FEDERATION COLLECTIVE BARGAINING
AGREEMENT FOR SEPTEMBER 1, 2000 THROUGH
AUGUST 31, 2004 BETWEEN THE PORTLAND
COMMUNITY COLLEGE DISTRICT AND THE
PORTLAND COMMUNITY COLLEGE FACULTY
FEDERATION – ADOPTION OF NEW
CLASSIFICATION AND COMPENSATION SYSTEM
FOR ACADEMIC PROFESSIONALS

PREPARED BY: Jerry Donnelly, Director of Human Resources

APPROVED BY: Randy McEwen, Vice President, Administrative Services
Jesus "Jess" Carreon, President

REPORT: In accordance with a Memorandum of Understanding ratified as part of the overall settlement of the Faculty and Academic Professionals collective bargaining agreement for September 1, 2000 through August 31, 2004, the College and the Faculty Federation have reached a tentative agreement for implementation of a new classification system and compensation structure for Academic Professionals. Details of the tentative agreement were provided to the Board by written memorandum.

The Faculty Federation has notified the College that the amendment has been ratified by the covered employees.

RECOMMENDATION: That the Amendment to the collective bargaining agreement between the Portland Community College District and the Faculty Federation for the period September 1, 2000 through August 31, 2004 be adopted by the Board. And that the attached salary schedules for Academic Professionals shall replace the salary schedules for FY 03 and FY 04 previously included in the collective bargaining agreement.

**AP Salary Structure (6.5% Between Levels and 3.5% Steps)
For Year 02/03**

| Step | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 | Level 7 |
|-------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 1 | \$29,271 | \$31,174 | \$33,200 | \$35,358 | \$37,656 | \$40,104 | \$42,711 |
| 2 | \$30,295 | \$32,265 | \$34,362 | \$36,595 | \$38,974 | \$41,507 | \$44,205 |
| 3 | \$31,356 | \$33,394 | \$35,565 | \$37,876 | \$40,338 | \$42,960 | \$45,753 |
| 4 | \$32,453 | \$34,563 | \$36,809 | \$39,202 | \$41,750 | \$44,464 | \$47,354 |
| 5 | \$33,589 | \$35,772 | \$38,098 | \$40,574 | \$43,211 | \$46,020 | \$49,011 |
| 6 | \$34,765 | \$37,024 | \$39,431 | \$41,994 | \$44,724 | \$47,631 | \$50,727 |
| 7 | \$35,982 | \$38,320 | \$40,811 | \$43,464 | \$46,289 | \$49,298 | \$52,502 |
| 8 | \$37,241 | \$39,662 | \$42,240 | \$44,985 | \$47,909 | \$51,023 | \$54,340 |
| 9 | \$38,544 | \$41,050 | \$43,718 | \$46,560 | \$49,586 | \$52,809 | \$56,242 |
| 10 | \$39,893 | \$42,486 | \$45,248 | \$48,189 | \$51,321 | \$54,657 | \$58,210 |
| 11 | \$41,290 | \$43,973 | \$46,832 | \$49,876 | \$53,118 | \$56,570 | \$60,247 |
| 12 | \$42,735 | \$45,513 | \$48,471 | \$51,621 | \$54,977 | \$58,550 | \$62,356 |
| 13 | \$44,230 | \$47,105 | \$50,167 | \$53,428 | \$56,901 | \$60,600 | \$64,539 |
| 14 | \$45,779 | \$48,754 | \$51,923 | \$55,298 | \$58,893 | \$62,721 | \$66,797 |

**AP Salary Structure (6.5% between levels and 3.5% steps)
For year 03/04**

| Step | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 | Level 7 |
|-------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 1 | \$30,149 | \$32,109 | \$34,196 | \$36,418 | \$38,786 | \$41,307 | \$43,992 |
| 2 | \$31,204 | \$33,232 | \$35,393 | \$37,693 | \$40,143 | \$42,752 | \$45,531 |
| 3 | \$32,296 | \$34,396 | \$36,631 | \$39,012 | \$41,548 | \$44,249 | \$47,125 |
| 4 | \$33,427 | \$35,599 | \$37,913 | \$40,378 | \$43,002 | \$45,798 | \$48,774 |
| 5 | \$34,597 | \$36,845 | \$39,240 | \$41,791 | \$44,507 | \$47,400 | \$50,481 |
| 6 | \$35,808 | \$38,135 | \$40,614 | \$43,254 | \$46,065 | \$49,059 | \$52,248 |
| 7 | \$37,061 | \$39,470 | \$42,035 | \$44,768 | \$47,677 | \$50,777 | \$54,077 |
| 8 | \$38,358 | \$40,851 | \$43,507 | \$46,334 | \$49,346 | \$52,554 | \$55,970 |
| 9 | \$39,700 | \$42,281 | \$45,029 | \$47,956 | \$51,073 | \$54,393 | \$57,929 |
| 10 | \$41,090 | \$43,761 | \$46,605 | \$49,635 | \$52,861 | \$56,297 | \$59,956 |
| 11 | \$42,528 | \$45,292 | \$48,236 | \$51,372 | \$54,711 | \$58,267 | \$62,055 |
| 12 | \$44,017 | \$46,878 | \$49,925 | \$53,170 | \$56,626 | \$60,307 | \$64,227 |
| 13 | \$45,557 | \$48,518 | \$51,672 | \$55,031 | \$58,608 | \$62,417 | \$66,474 |
| 14 | \$47,152 | \$50,217 | \$53,481 | \$56,957 | \$60,659 | \$64,602 | \$68,801 |
| 15 | \$48,802 | \$51,974 | \$55,352 | \$58,950 | \$62,782 | \$66,863 | \$71,209 |