

April 15, 2004

04-126

RATIFICATION OF AGREEMENT ON MODIFICATION AND
ONE YEAR EXTENSION OF COLLECTIVE BARGAINING
AGREEMENT BETWEEN PORTLAND COMMUNITY
COLLEGE AND THE PCC FACULTY FEDERATION

PREPARED BY: Jerry Donnelly, Director, Human Resources

APPROVED BY: Randy McEwen, Vice President, Administrative Services
Gerard "Jerry" Berger, President

REPORT: College management has engaged in negotiations with the PCC Faculty Federation for a one-year extension of the current collective bargaining agreement. The parties have reached a tentative agreement with five (5) key points:

- 1) the salary schedules for full-time Faculty and Academic Professionals will be increased by 1%;
- 1) the salary schedule for part-time faculty will be increased by 3%;
- 1) eligible employees will receive one step advancement on their respective salary schedule;
- 1) effective with the October 1, 2004 payroll, the maximum College contribution for health insurance for full time faculty and academic professionals will increase to \$480 per month; and,
- 1) the College contribution to the health insurance trust fund for part-time faculty for FY05 will be \$132,000.

This tentative agreement extends all other provisions of the current collective bargaining agreement for one year from September 1, 2004 through August 31, 2005. The salary schedule for Full-time Faculty is attached as Exhibit A; the salary schedule for Academic Professionals is attached as Exhibit B; the salary schedule for Part-time Faculty is attached as Exhibit C.

The Faculty Federation has conducted a mail-in ratification vote, results of which will be announced on April 13, 2004.

RECOMMENDATION:

That the tentative agreement between Portland Community College District and the PCC Faculty Federation for the period September 1, 2004 through August 31, 2005 be adopted by the Board.

Director Germond moved to approve Resolutions 04-123 through 04-135, 04-137, and 04-138 by consent agenda and it carried unanimously.

FULL TIME FACULTY SALARY SCHEDULE -- 2004-05

Step	2003-2004	Step	2004-2005
1	\$ 40,416 \$ 3,368	1	\$ 40,820 \$ 3,402
2	\$ 41,830 \$ 3,486	2	\$ 42,248 \$ 3,521
3	\$ 43,294 \$ 3,608	3	\$ 43,727 \$ 3,644
4	\$ 44,810 \$ 3,734	4	\$ 45,258 \$ 3,771
5	\$ 46,378 \$ 3,865	5	\$ 46,842 \$ 3,903
6	\$ 48,001 \$ 4,000	6	\$ 48,481 \$ 4,040
7	\$ 49,681 \$ 4,140	7	\$ 50,178 \$ 4,181
8	\$ 51,420 \$ 4,285	8	\$ 51,934 \$ 4,328
9	\$ 53,220 \$ 4,435	9	\$ 53,752 \$ 4,479
10	\$ 55,082 \$ 4,590	10	\$ 55,633 \$ 4,636
11	\$ 57,010 \$ 4,751	11	\$ 57,580 \$ 4,798
12	\$ 59,006 \$ 4,917	12	\$ 59,596 \$ 4,966
13	\$ 61,071 \$ 5,089	13	\$ 61,681 \$ 5,140
14	\$ 63,208 \$ 5,267	14	\$ 63,840 \$ 5,320
15	\$ 65,421 \$ 5,452	15	\$ 66,075 \$ 5,506
16	\$ 67,710 \$ 5,643	16	\$ 68,387 \$ 5,699

**AP Salary Structure
FY 2003-04**

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

**AP Salary Structure
Extension Agreement
FY 2004-05**

Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
1	\$30,450	\$32,430	\$34,538	\$36,783	\$39,174	\$41,720	\$44,432
2	\$31,516	\$33,565	\$35,747	\$38,070	\$40,545	\$43,180	\$45,987
3	\$32,619	\$34,740	\$36,998	\$39,403	\$41,964	\$44,691	\$47,596
4	\$33,761	\$35,955	\$38,293	\$40,782	\$43,432	\$46,255	\$49,262
5	\$34,943	\$37,214	\$39,633	\$42,209	\$44,953	\$47,874	\$50,986
6	\$36,166	\$38,516	\$41,020	\$43,686	\$46,526	\$49,550	\$52,771
7	\$37,431	\$39,864	\$42,456	\$45,215	\$48,154	\$51,284	\$54,618
8	\$38,742	\$41,260	\$43,942	\$46,798	\$49,840	\$53,079	\$56,529
9	\$40,097	\$42,704	\$45,480	\$48,436	\$51,584	\$54,937	\$58,508
10	\$41,501	\$44,198	\$47,071	\$50,131	\$53,390	\$56,860	\$60,556
11	\$42,953	\$45,745	\$48,719	\$51,886	\$55,258	\$58,850	\$62,675
12	\$44,457	\$47,346	\$50,424	\$53,702	\$57,192	\$60,910	\$64,869
13	\$46,013	\$49,004	\$52,189	\$55,581	\$59,194	\$63,041	\$67,139
14	\$47,623	\$50,719	\$54,015	\$57,526	\$61,266	\$65,248	\$69,489
15	\$49,290	\$52,494	\$55,906	\$59,540	\$63,410	\$67,532	\$71,921

**PART-TIME FACULTY PAY SCHEDULE
APPENDIX C**

**EXTENSION
AGREEMENT**

EXHIBIT C

	FY 03-04		FY 04-05	
	Term	Hourly	Term	Hourly
Lecture				
Step 1	\$537.95	\$44.83	\$554.09	\$46.17
Step 2	\$559.34	\$46.61	\$576.12	\$48.01
Step 3	\$594.89	\$49.57	\$612.74	\$51.06
Step 4	\$630.91	\$52.58	\$649.84	\$54.15
Step 5	\$655.45	\$54.62	\$675.11	\$56.26
Step 6	\$674.33	\$56.19	\$694.56	\$57.88
Step 7	\$693.83	\$57.82	\$714.65	\$59.55
Laboratory				
Step 1	\$400.24	\$33.35	\$412.24	\$34.35
Step 2	\$416.15	\$34.68	\$428.64	\$35.72
Step 3	\$442.60	\$36.88	\$455.88	\$37.99
Step 4	\$469.40	\$39.12	\$483.48	\$40.29
Step 5	\$487.66	\$40.64	\$502.28	\$41.86
Step 6	\$501.70	\$41.81	\$516.75	\$43.06
Step 7	\$516.21	\$43.02	\$531.70	\$44.31
Lecture/Laboratory				
Step 1	\$434.66	\$36.22	\$447.70	\$37.31
Step 2	\$451.95	\$37.66	\$465.51	\$38.79
Step 3	\$480.67	\$40.06	\$495.09	\$41.26
Step 4	\$509.78	\$42.48	\$525.07	\$43.76
Step 5	\$529.60	\$44.13	\$545.49	\$45.46
Step 6	\$544.86	\$45.40	\$561.20	\$46.77
Step 7	\$560.62	\$46.72	\$577.43	\$48.12
ABE/GED				
Step 1		\$43.77		\$45.08
Step 2		\$45.52		\$46.89
Step 3		\$47.36		\$48.78
Counselors & Librarians				
Step 1		\$33.57		\$34.58
Step 2		\$34.91		\$35.95
Step 3		\$36.32		\$37.41
Tutors				
Step 1		\$20.88		\$21.51
Step 2		\$21.72		\$22.37
Step 3		\$22.60		\$23.28

NOTE: Step placement is determined in accordance with Article 18.1. Term pay rate may vary by course. Actual term pay is based on the course master contact hours multiplied by the appropriate hourly rate from this schedule. Term rates shown are based on one(1) contact hour per week for a twelve (12) week term.