

July 27, 2017

18-019

RATIFICATION OF PRIVATE PILOT INSTRUCTOR  
AGREEMENT BETWEEN PORTLAND COMMUNITY  
COLLEGE AND THE PORTLAND COMMUNITY COLLEGE  
FEDERATION OF FACULTY AND ACADEMIC  
PROFESSIONALS

PREPARED BY: Sandra Fowler Hill, Campus President, Rock Creek

APPROVED BY: Jim Langstraat, Vice President, Finance and Administration  
Sylvia Kelley, Executive Vice President  
Mark Mitsui, College President

REPORT: The College and the Portland Community College Federation of Faculty and Academic Professionals (PCCFFAP) have reached a tentative agreement on June 27, 2017 to adjust the salary range for instructors in the Private Pilot Certificate Program, effective June 18, 2017.

The key economic provisions of the tentative agreement are:

Part-time instructors for the Private Pilot Certificate program will be compensated on a per-course rate based on contact hours with the student. The rates effective June 18, 2017 will be as follows:

Fixed Wing (Airplane) Private Pilot Instructor Rates:

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Basic	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50
Advanced	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00

Rotor Wing (Helicopter) Private Pilot Instructor Rates:

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Basic	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50
Advanced	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00

Step advancement shall be based on Article 18.23 of the Faculty/AP Agreement. Initial step placement may be above step 1, based on the instructor's qualifications.

Because this is highly specialized area of instruction where the College competes directly with the private sector, the College needs to be able to adjust the salary range quickly to adapt to the market in order to attract and retain qualified instructors. For this reason, staff is also requesting that the Board delegate the authority to negotiate and approve future salary range adjustments for instructors in the Private Pilot Certificate Program to the College President, subject to any required negotiations with PCCFFAP and as long the cost is within the approved budget.

**RECOMMENDATION:** That the tentative agreement between the college and the PCC Federation of Faculty and Academic Professionals summarized in the REPORT section be adopted by the Board of Directors, and that the Board of Directors delegates to the College President the authority to approve future salary range adjustments for instructors in the Private Pilot Certificate Program, subject to any required negotiations with PCCFFAP and as long the cost is within the approved budget.