

ADMIN BARGAINING PROPOSAL – August 28, 2026

~~ARTICLE 7~~ - ARTICLE 10 - SALARY COMPENSATION

~~7.1.~~ 10.1 Full-Time Faculty Salary Schedule Index ~~(See Addendum A)~~

The salary schedule below shall be the official salary schedule for all full-time faculty in the bargaining unit effective upon mutual ratification of this Agreement ~~or July 1, 2026, whichever occurs later~~, and limited to the duration of this Agreement, except by mutual written consent of the parties. The schedule includes base annual salary and initial placement information for all current and newly hired faculty (~~see 10.1[f]~~).

PROBATIONARY FACULTY		
Step	Base Annual Salary	Placement for 2026-27 from old salary schedule
Step 1A	\$82,000 \$80,000 \$78,000 \$69,000	*Newly hired
Step 1B	\$84,460 \$82,400 \$80,340 \$71,070	*Newly hired
Step 1C	\$86,994 \$84,872 \$82,750 \$73,202	*Newly hired
Step 2A	\$83,640 \$81,600 \$79,560 \$70,380	Untenured, AP 1 - step 2, 3, 4 (2nd year of service)
Step 2B	\$86,149 \$84,048 \$81,947 \$72,491	Untenured, AP 1 - step 5, 6, 7 and AP 2 - step 4, 5 (2nd year of service)
Step 2C	\$88,734 \$86,569 \$84,405 \$74,666	Untenured, AP 1 - step 8 or AP 2 - step 6, 7, 8, 9 (2nd year of service)
Step 3A	\$85,313 \$83,232 \$81,151 \$71,788	Untenured, AP 1 - step 3, 4, 5, 6 (3 rd year of service)
Step 3B	\$87,872 \$85,729 \$83,586 \$73,941	Untenured, AP 1 - step 7, 8, 9 or AP 2 - step 6, 7, 8 (3 rd year of service)
Step 3C	\$90,508 \$88,301 \$86,093 \$76,159	Untenured, AP 2 - step 9, 10, 11, 12 (3 rd year of service)
Step 4A	\$82,774 \$73,223	Untenured, AP 1 - step 4 or AP 2 - step 4, 5 (4 th and 5 th year of service)
Step 4B	\$85,257 \$75,420	Untenured, AP 2 - step 6, 7, 8 (4 th and 5 th year of service)
Step 4C	\$87,815 \$77,683	Untenured, AP 2 - step 9, 10, 11, 12, 13 (4 th and 5 th year of service)
TENURED FACULTY		
Step	Base Annual Salary	Placement for 2026-27 from old salary schedule
Step 5	\$93,844 \$91,555 \$90,224 \$80,326	Tenured, AP 2 - steps 10, 11, 12, 13
Step 6	\$98,067 \$95,446 \$93,607 \$82,816	Tenured, Assoc - 8, 9

Step 7	\$102,480 \$99,503 \$97,118 \$85,383	Tenured, Assoc - steps 10, 11
Step 8	\$107,092 \$103,732 \$100,759 \$88,030	Tenured, Assoc - steps 12,13
Step 9	\$111,911 \$108,140 \$104,538 \$90,759	Tenured, Assoc - steps 14, 15

Step 10	\$116,947 \$112,736 \$108,458 \$93,573	Tenured, Assoc - steps 16, 17, 18
Step 11	\$122,209 \$117,527 \$112,525 \$96,474	Tenured, Assoc - step 19 or Prof - steps 14
Step 12	\$127,709 \$122,522 \$116,745 \$99,464	Tenured, Assoc - step 20 or Prof - steps 15, 16
Step 13	\$133,456 \$127,730 \$121,123 \$102,548	Tenured, Prof - steps 17, 18
Step 14	\$125,665 \$105,727	Tenured, Prof - steps 19, 20
Step 15	\$130,378 \$109,004	Tenured, Prof - steps 21, 22
*Step 15 + 5 years	\$143,645 \$137,153 \$133,637 \$111,184	Tenured Prof - step 23 (25- under 30 years of service) *See 10.1(d)i
*Step 15 + 10 years	\$147,954 \$141,267 \$136,978 \$113,408	Tenured Prof - step 23 (30+ years of service) *See 10.1(d)i

- (a) ~~In the first year of this Agreement (2023-24) all cells on the Full-Time faculty salary schedule will increase by \$6,700.00. In the second year of this Agreement (2024-2025) all cells on the Full-Time faculty salary schedule will increase by \$2,500.00. In the third year of this Agreement (2025-26) all cells on the Full-Time faculty salary schedule will increase by 1%.~~

Schedule Adjustments: For the life of this Agreement, the following increases between steps will be maintained:

- i. Probationary faculty: two percent (2%)
 - ii. Tenured faculty: ~~four and one-quarter percent (4.25%)~~ three ~~and three-quarter point~~ one percent (3.751%)
- (b) ~~Individuals in the highest cell of Associate Professor or Professor rank do not step, but their salaries increase according to 7.1(a). These salary increases are not tied to the evaluation process described in 7.1(c).~~

Annual Adjustment of Salary Schedules: Effective July 1, 2027, and July 1, 2028, all salary and compensation schedules contained in this Agreement shall be increased by a set COLA of ~~four percent (4%)~~ three two point seven five percent (32.75%). Total Annual Percentage calculated as the sum of the "Annual Cost of Living Index" plus a "Regional Market Adjustment."

- i. ~~Annual Cost of Living Index (CPI-U):~~ The Annual Cost of Living Index shall be based on the U.S. Consumer Price Index for All Urban Consumers (CPI-U), U.S. City Average, All Items, Not Seasonally Adjusted (1982-84=100), Series ID: CUUR0000SA0, as published by the

~~U.S. Bureau of Labor Statistics.~~

- ~~ii. Calculation Period: The Annual Cost of Living Index shall be calculated based on the year-to-year change from December to December of the preceding calendar year.~~
- ~~iii. Mathematical Formula: The percentage change for the Annual Cost of Living Index shall be calculated using the standard Bureau of Labor Statistics formula: Percentage Change = $(\text{Current Index} - \text{Previous Index} / \text{Previous Index}) \times 100$.~~
 - ~~• Current Index: The CPI-U value for December of the immediately preceding calendar year (published in January).~~

- ~~Previous Index: The CPI-U value for December of the year prior to the immediately preceding calendar year.~~
 - iv. ~~Regional Market Adjustment: To address the regional cost of living and housing conditions in Central Oregon, a fixed Regional Market Adjustment of one-half percent (0.5%) shall be added to the percentage derived from the formula in Section 10(b)iii.~~
 - v. ~~Total Calculation: The final percentage increase applied to all salary schedules shall be the CPI-U Percentage Change + 0.5%; however, in no event shall the Total Annual Percentage increase be less than 2.5%.~~
- (c) ~~Unless already in the highest cell of Associate Professor or Professor rank on the salary schedule, faculty members who receive satisfactory evaluations in any year of the Agreement will be moved one step on the scale. A faculty member whose required reports (Professional Improvement Plans and Final Reports, student evaluations, Annual Report of Activities) are one year or more overdue will receive no step the following year.~~
- Step Advancements: Unless already in the highest step, faculty members who receive satisfactory evaluations in any year of the Agreement will be moved one step on the scale. A faculty member whose required reports (Professional Improvement Plans and Final Reports, student evaluations, Annual Report of Activities) are one year or more overdue will receive no step the following year.
- i. Probationary faculty will advance through steps 1-4 4-3 according to their placement level, A, B, or C (i.e. faculty placed at 1A will advance to 2A, and 3A, and 4A respectively during their probationary period.)
 - ii. All faculty in Step 4 3 (A, B, and C) will advance to Step 5 4 upon receiving tenure.
 - iii. In cases where a Probationary faculty member needs an additional year to develop professional competence and does not receive tenure in their fourth (4th) third (3rd) year (see Article 5.2[b]), that member will remain in Step 4 3-(A, B, or C) but will receive any applied COLA.
 - iv. In cases where a full-time temporary, probationary, or tenured faculty member is employed for non-consecutive contract years, they will advance to the next step when they are re-appointed.
- (d) ~~Senior Cell faculty—defined as any faculty member in the top two cells of Associate Professor or Professor rank—are not required to complete a Professional Improvement Plan (PIP). If a senior cell faculty member wants to continue to access PIP funding, they may choose to continue the four-year regular PIP cycle or they may complete an activity focused PIP according to the same procedures required for FT temporary and adjunct faculty as described in Article 14.1(b).~~

Longevity Pay: Full-time faculty will receive a longevity raise of two and one-half percent (2.5%) ~~three percent (3%)~~ for every five (5) years at Step 15 43.

- i. Effective upon mutual ratification of this agreement ~~In the first year of this Agreement, faculty at Step 23 on the previous salary schedule as of June 30, 2026, with 25-30 or 30+ years of service will receive longevity raises according to their placement on the new salary schedule in this Agreement. Calculation for additional years of longevity will begin again after their placement in 2026-27. be placed at Step 15 + 5 years or Step 15 + 10 years as indicated on the schedule at the beginning of this Article. For those faculty, the next longevity raise would apply after five (5) years at that placed~~

step. For example, a faculty member at Step 23 on the salary schedule effective June 30, 2026, with 26 years of experience would be placed on the new salary schedule at *Step 15 + 5 years* and be eligible for a two and one-half percent (2.5%) longevity raise after five (5) years at that step.

- ii. Faculty in Step 15 43 must continue to submit their required reports to be eligible for longevity pay (see 10.c).

(e) ~~Sufficient funds will be budgeted to allow promotions as approved by the College.~~

Initial Step Placement: Full-time faculty members (both probationary tenure-track and temporary—see Article 5.2) newly contracted for work shall be placed in Step 1A, 1B, or 1C, according to the criteria used in the College's placement tool (see Appendix XXX). ~~This tool shall also be posted on a public-facing College webpage.~~ The starting salary placement tool document used by the VPAA shall be regularly available to faculty, department chairs, and FFEC, and any changes to the tool will be shared with chairs and the Faculty Forum president at chair work days in the fall. ~~The College agrees not to make any changes to the placement tool during the life of this Agreement without written notice and approval by FFEC and Faculty Senate.~~ The College will remit a written record of all new-hire placements to FFEC within the first two (2) weeks of their first term of full-time employment.

(f) ~~Full-time faculty members newly contracted for work shall be placed on the schedule in effect as determined by the College (normally the Vice President of Academic Affairs). The starting salary placement tool used by the VPAA shall be regularly available to faculty, department chairs, and FFEC, and any changes to the tool will be shared with chairs and the Faculty Forum president at chair work days in the fall. Regardless of rank, all new full-time faculty will be placed no higher than step 7 of Assistant I or step 8 of Assistant II. A record of such placement shall be maintained in the Office of the Vice President of Academic Affairs. All new placements shall be reviewed each fall with the President of the Faculty Forum.~~

(g) ~~Other adjustments shall be allowed as approved by the Board.~~

7.2. 10.2 Overloads Compensation and Summer Session Pay

(a) Payment per load unit for overloads for full-time faculty members at any rank shall be according to the schedule below:

45.1 LU — 48 LU	\$750
48.1 LU — 53 LU	\$560

A faculty member who teaches more than forty-five (45) load units during their contract year shall be compensated for that extra load at ~~eightyseven~~ ~~seventy-five percent (875%)~~ ~~ninety percent (90%)~~ of their regular base salary rate through Step 8 ~~7~~ ~~Overload between 45.1-48 LU shall be compensated at one hundred and ten percent (110%) the regular base salary rate and overload between 48.1-53 LU shall be compensated at one hundred and twenty percent (120%) the regular base salary rate, as shown in the table below:~~

Steps	2026-27 Rate
1 A, B, C	\$1,690 \$1,648 \$1,518 \$1,185
2 A, B, C	\$1,723 \$1,681 \$1,548 \$1,208
3 A, B, C	\$1,758 \$1,715 \$1,579 \$1,232
4 A, B, C	\$1,611 \$1,257

5	\$1,877 \$1,831 \$1,704 \$1,339
6	\$1,961 \$1,909 \$1,768 \$1,380
7	\$2,050 \$1,990 \$1,834 \$1,423
8+	\$2,142 \$2,075 \$1,903 \$1,467

(b) ~~Payment for summer term, or the off quarter, for faculty with an alternate contract year [see Article 8.8(b)] for tenured or tenure track faculty shall be:~~

- i. ~~\$850 per LU for those at the Assistant Professor I rank;~~
- ii. ~~\$875 per LU for those at the Assistant Professor II rank;~~
- iii. ~~—\$900 per LU for those at the Associate Professor rank;~~
- iv. ~~—The amount of the top cell of the Adjunct Faculty schedule per LU for those at the Professor rank.~~

~~During the Summer term, or the off quarter, tenured or tenure track faculty may receive additional compensation for teaching instructional events designed to generate income beyond the usual tuition and fees, at the discretion of the Vice President of Academic Affairs or their designee.~~

Overload compensation for 2027-28 and 2028-29 will be adjusted as needed based on the Annual Adjustment of Salary Schedules (see **Article 10.1[b]**). The College reserves the right to limit the amount of overload for any faculty member.

(c) ~~Normally no more than sixteen (16) load units will be assigned to an individual faculty member during Summer term without the approval of the Vice President of Academic Affairs.~~

10.3 Summer Session Pay

(a) Payment for Summer term, or the off-contract term for faculty with an alternate contract year (see **Article XXX**), for full-time faculty shall be compensated at seventy percent (70%) ~~eighty-five percent (85%)~~ the regular base salary rate through Step 8 7, as shown in the table below:

Steps	2026-27 Rate per LU
1 A, B, C	\$1,596 \$1,557 \$1,250 \$1,106
2 A, B, C	\$1,628 \$1,588 \$1,275 \$1,128
3 A, B, C	\$1,660 \$1,620 \$1,301 \$1,150
4 A, B, C	\$1,327 \$1,173
5	\$1,773 \$1,729 \$1,403 \$1,250
6	\$1,852 \$1,803 \$1,456 \$1,288
7	\$1,936 \$1,879 \$1,511 \$1,328
8+	\$2,023 \$1,959 \$1,567 \$1,369

(b) Summer session pay for 2027-28 and 2028-29 will be adjusted as needed based on the Annual Adjustment of Salary Schedules (see **Article 10.1[b]**).

(c) Normally no more than sixteen (16) load units will be assigned to an individual faculty member during Summer term without the approval of the Vice President of Academic Affairs.

(d) During the Summer term, or the off-contract term for faculty with an alternate contract year (see **Article XXX**), full-time faculty may receive additional compensation for teaching instructional events designed to generate income beyond the usual tuition and fees, at the discretion of the Vice President

of Academic Affairs or their designee.

7.3. 10.4 Adjunct Compensation Schedule (~~See Addendum B~~)

The schedule below shall be the official compensation schedule for all Adjunct faculty in the bargaining unit effective upon mutual ratification of this Agreement ~~or July 1, 2026, whichever occurs later~~, and limited to the duration of this Agreement, except by mutual written consent of the parties. The schedule includes the base compensation rate per Load Unit and initial placement information for all current and newly hired adjunct faculty (~~see 10.3[d]~~).

Step	Base Rate per Load Unit	Placement for 2026-27 from old salary schedule
1	\$1,184 \$1,156 \$1,127 \$767	*Newly hired
2	\$1,208 \$1,179 \$1,149 \$782	Step 1, *Newly hired
3	\$1,232 \$1,202 \$1,172 \$798	Step 2, *Newly hired
4	\$1,269 \$1,238 \$1,196 \$814	Step 3
5	\$1,307 \$1,275 \$1,231 \$893	Step 4
6	\$1,347 \$1,314 \$1,268 \$920	Steps 5
7	\$1,547 \$1,498 \$1,403 \$949	Steps 6 & 7
8	\$1,616 \$1,562 \$1,455 \$978	Steps 8 & 9
9	\$1,689 \$1,628 \$1,510 \$1,008	Steps 10 & 11
10	\$1,765 \$1,698 \$1,567 \$1,040	Steps 12 & 13
11	\$1,845 \$1,770 \$1,625 \$1,072	Steps 14 & 15
12	\$1,928 \$1,845 \$1,686 \$1,105	Steps 16 & 17
13	\$2,014 \$1,923 \$1,750 \$1,139	Steps 18 & 19
14	\$1,815 \$1,175	Steps 20 & 21
15	\$1,883 \$1,211	Step 22

- (a) ~~The first step of the adjunct salary schedule for each year of this Agreement is computed as 55% of the first step of Assistant Professor I salary for that year divided by 45. Each subsequent step of the schedule adds \$14. Individuals in step 22 in the prior year will receive a \$25 salary increase per load in subsequent years.~~
- The Adjunct rate of pay is calculated as ~~sixty-five~~ fifty percent (~~65~~50%) of similar steps in the Full-Time Faculty Salary Schedule (see Article 10.1) Any COLA increases on the Full-Time Faculty Salary schedule will also be reflected in the Adjunct Salary Schedule (see **Article 10.1[b]**).
- (b) ~~Adjunct S~~ salary ~~step~~ increases occur at the beginning of the academic year, if department evaluations are on file, and if the Instructional Deans approve such increases.
- (c) Longevity Pay: Adjunct faculty will receive a longevity raise of two and one-half percent (2.5%) ~~three percent (3%)~~ for every five (5) years at Step 15 ~~43~~.
- i. Faculty in Step 15 ~~43~~ must continue to keep department evaluations on file to be eligible for longevity pay (see **10.3[b]**).
- (d) Initial Step Placement: Adjunct faculty members newly contracted for work shall be placed in Step 1, 2, or 3, according to the criteria used in the College's placement tool (~~see Appendix XXX~~). ~~This tool shall also be posted on a public-facing College webpage.~~ The starting salary placement tool document used by the VPAA shall be regularly available to faculty, department chairs, and FFEC,

and any changes to the tool will be shared with chairs and the Faculty Forum president at chair work days in the fall. ~~The College agrees not to make any changes to the placement tool during the life of this Agreement without written notice and approval by FFEC and Faculty Senate.~~ The College will remit a written record of all new-hire placements to FFEC within the first two (2) weeks of their first term of ~~full-time~~ adjunct employment.

- i. In cases where an Adjunct faculty member leaves the College, or leaves Adjunct status, and returns, they may be re-placed on the scale at the point they were when they left the bargaining unit.
- ii. ~~The College agrees not to make any changes to the placement tool during the life of this Agreement without written notice and approval of FFEC and Faculty Senate.~~
- iii. ~~The College will remit a written record of all new-hire placements within the first two (2) weeks of their first term of full-time employment.~~

10.5 Public Employees Retirement System (PERS) Contributions: The College shall pay its employee members' six percent (6%) employee contribution to the Public Employees Retirement System (PERS). Such payment of employee members' monthly contribution to the System shall continue for the life of this Agreement.

The full amount of required employee contributions paid by the College on behalf of employees shall be considered as "salary" within the meaning of ORS 238.005 for the purpose of computing an employee's "final average salary" within the meaning of ORS 238.410 but shall not be considered as "salary" for the purposes of determining the amount of employee contributions required to be contributed pursuant to ORS 238.200. Such paid employee contributions shall be credited to employee accounts pursuant to ORS 238.200 and shall be considered to be employee contributions for the purposes of ORS 238.005 to 238.215.