

Here is the complete breakdown of how each Oregon community college calculates workload loading rates for **Lecture**, **Lecture-Lab (Combination)**, and **Lab** courses across their collective bargaining agreements.

Oregon Community College Workload Loading Rates

Community College	Lecture Loading Rate	Lecture-Lab (Combination) Loading Rate	Lab Loading Rate	Metric Used & Loading Details
Blue Mountain	1.00	0.75 (75%)[1]	0.75 (75%)[1]	Instructional Units (IUs) per contact hour. Lecture/Lab and Lab are weighted identically[1].
Chemeketa	1.0000[5]	0.82 (2024–25) 0.835 (2025–26)[5]	0.82 (2024–25) 0.835 (2025–26)[5]	Instructional Load Credits (ILCs) . Lab and Lecture/Lab share the same rate per contact hour[5].
Clackamas	1.00[8]	0.835 (83.5%)[8]	0.835 (83.5%)[8]	Instructional Load Units (ILUs) per weekly contact hour[8].
Clatsop	1.00[9]	0.80 (80%)[9]	0.80 (80%)[9]	Workload Formula Points (WFPs) per weekly contact hour[9].
Columbia Gorge	1.00[10]	0.834 (83.4%)[10]	0.715 (71.5%)[10]	Published credit factors in salary schedule[10].
Klamath	1.00 / credit[11][12]	1.50 / credit multiplier[11][12]	0.75 / contact hour[11][12]	Workload Credits. Klamath applies a 1.50x credit multiplier for combined Lecture-Lab[11][12].
Lane	1.000[13]	0.788 (Adv. Tech) 0.762 (Drafting)[13][14]	0.682 [13][14]	Teaching Load Credits (TLCs) per weekly contact hour[13][14].

Linn-Benton	1.00[15]	1.00 or 0.682 [16]	1.00 or 0.682 [17]	Workload Credit Equivalents (WCEs). Courses receive 1.00 if out-of-class prep/grading criteria are met; otherwise 0.682[16].
Mt. Hood	1.00[20]	0.83 (83%)[20]	0.83 (83%)[21]	Instructional Load Credits (ILCs) per contact hour[20][21].
Oregon Coast	1.00[22]	0.80 (80%)[22]	0.80 (80%)[22]	Instructional Load Factor per weekly contact hour[22].
Portland (PCC)	0.068[23]	0.054 (~79.4% of Lecture)[23]	0.046 (Lab A) 0.054 (Lab B & PE)[23]	Teaching Load Factors. 1.00 FTE = 15 lecture contact hours[23][24].
Rogue	1.000 (15 hrs = 100%)[25]	0.750 (20 hrs = 100%)[25]	0.576 (Skills Lab) 0.428 (Block Time)[25]	Direct Term Percentage Equivalents per weekly contact hour[25].
Southwestern Oregon	1.00[26]	0.75 (75%)[26]	0.66 (66%)[26]	Workload Credits per weekly contact hour[26].
Treasure Valley	1.00[27]	0.70 (70%)[27]	0.60 (60%)[27]	Weight Factor per weekly contact hour[27].
Umpqua	1.00 x credits[28]	1.40 x credits[28]	2.10 x credits[28]	Instructional Load Credits (ILCs). UCC uses credit multipliers rather than contact-hour fractions[28].

Tillamook Bay	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	Only salary schedules are provided; workload rules are omitted.
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FACULTY FORUM MEDIATION PROPOSAL [PACKAGE] – September 25, 2026

We recognize the movement the College has made today. We are frustrated, however, by your attempts to pit us against the students we serve, the staff we work alongside, and each other, using threatening language. This language is divisive and deeply disappointing.

While your salary offer moves us closer to where we should be, it is still not in alignment with our peers. Our members have made it crystal clear that they expect us to present for ratification a contract that represents comprehensive alignment with our comparators, and that also includes Overload and Summer rates, Adjunct pay, load percentages, and other key workload issues. We are prepared to accept your salary offer, conditional on you accepting our full package.

This package proposal expires today at 6 pm and represents our attempt to provide an offer that can end negotiations today.

Article 10

We will accept the College's 9/25/26 proposal with the following changes:

- Overload Rate: 75%
- Summer Pay: 70%
- Adjunct Pay: 62.5%

Article 11

Changes to COCCFF Final Offer (includes responses to the College's 9/25/26 proposal):

- Lec Lab and Lab B = 0.8 LU (please see attachment with load rate comparisons from across the state)
- Lab A = 0.6 LU (status quo)
- Faculty teaching a new-to-them class at Deer Ridge will receive a one-time 1 LU per class bump for course development (the Forum is willing to sign a MOU that if teaching conditions at Deer Ridge change, such as AIC students getting access to computers and the internet, that we would be willing to reconsider this load bump)
- 11.6(a)iii **As part of their job duties, eLearning staff may identify needed revisions to distance education courses during active delivery in order to support quality assurance and ensure alignment with federal regulations and accreditation standards.**
- We are willing to agree to the College's proposal language in 11.5(b) (not including base load for Chairs and PDs and reiterating that Chairs and PDs are not supervisors) but will keep our Final Offer language that Chairs and PDs will be compensated at the College's hourly rate for any work the College asks them to do off-contract: **11.9(e): "Department Chairs or Program Directors may be asked by the College to perform the duties of their**

positions during off-contract time. Should they accept such requests, they will be compensated at the current College hourly rate for faculty off-contract work, but they may decline such requests without prejudice.”

Article 15

Changes to COCCFF Final Offer:

- We agree to include this additional language proposed by the College: “During insurance plan year 3 and by November 30, 2028, the College and the Forum will review full-time faculty insurance tiered rate costs in preparation for a successor agreement.” Otherwise, terms of our Final Offer apply (as we continue to believe this will be a savings for the College and for faculty.)

Article 21

We accept the College’s offer with the inclusion of this existing contract language:

“However, if the College and the Forum are engaged in collective bargaining on July 1, 2029, for a successor Agreement, then the parties agree that the benefits in this Agreement in effect on June 30, 2029, shall be maintained by the College until a successor Agreement is executed or until the Forum has exercised its rights and obligations under ORS 243.726, inclusive.”