

Agreement-Article 7
 Central Oregon Community College Board of Directors
 Central Oregon Community College Faculty Forum

Language Addition

7.1. Salary Schedules (See Addendum A)

- (a) For the fiscal years 2021-2022 and 2022-2023, a yearly salary schedule adjustment (YSSA) will be applied to cells in the salary schedule as described below.

All cells other than senior cells (as defined in Article 7.1(d)) will have the YSSA percent increase applied as indicated in the table below.

Senior cells will increase as follows:

For the 2021-2022 salary schedule, steps 21 and 22 in the Associate Professor rank and steps 22 and 23 in the Professor rank will have a YSSA of \$1500 added to the 2020-2021 schedule amounts in those cells.

For the 2022-2023 salary schedule, step 21 in the Associate Professor rank and step 22 in the Professor rank will have a YSSA of \$1300 added to the 2021-22 schedule amounts in those cells, and step 22 in the Associate Professor rank and step 23 in the Professor rank will have a YSSA of \$1640 added to the 2021-2022 schedule amounts in those cells.

	2021-2022	2022-2023
Assistant Professor 1 (All Cells)	1.00%	1.06%
Assistant Professor 2 (All Cells)	1.00%	1.00%
Associate Professor (Cells 8-20)	0.90%	1.00%
Professor Cells (Cells 13-21)	1.00%	1.00%
Associate Professor (Cell 21) Professor (Cell 22)	\$1500	\$1300
Associate Professor (Cell 22) Professor (Cell 23)	\$1500	\$1640

Individuals in the highest cell in the Associate Professor and Professor ranks do not step but do earn an increase equal to the YSSA dollar amount that is added to the cell. The YSSA increase is not tied to the evaluation process described in 7.1(c) below.

Language Addition

7.3. Adjunct Compensation (See Addendum B)

(c) The first step in the adjunct salary schedule for the 2021-2022 is computed as 54.65% of the first step of the 2021-2022 Assistant Professor I salary divided by 45. The increase between steps is \$17 up to step 15 and \$14 from step 16 to step 22. Any adjunct faculty member who is in step 22* (individuals who were in step 22 in prior year) will receive \$975 per load unit in 2021-2022.

The first step in the adjunct salary schedule for the 2022-23 is computed as 54.65% of the first step of the 2022-23 Assistant Professor I salary divided by 45. The increase between steps is \$17 up to step 15 and \$14 from step 16 to step 22. Any adjunct faculty member who is in step 22* (individuals who were in step 22 in prior year) will receive \$988 per load unit in 2022-2023.

Signatures

For the Forum

For the College

Amy Harper – Faculty Forum President

Erica Skatvold – Board of Directors Chair

Date

Date

Note: This document was approved by the COCC Board and signed by A. Harper and E. Skatvold on April 14, 2021