

PCC Federation of Faculty Academic Professionals, AFT Local 2277
Re-Opener Last Best Final Offer & Costing

1. **Cost of Living Adjustment**

Effective September 1, 2025, a COLA of 4.25 % will be applied to the salary schedules in appendices A, B, C, and D.

Effective September 1, 2026, a COLA of 4.5 % will be applied to the salary schedules in appendices A, B, C, and D.

2. **Healthcare**

Upon ratification, the caps for full-time for the four category classes will be as follows:

AP/FT Faculty

Self only \$837

Self + Spouse or DP \$1,644

Self + Child(ren) \$1,447

Self + family \$2,342

For part-time faculty caps shall be prorated based on the part-time faculty's FTE (as calculated for healthcare eligibility), when compared to 3.0 FTE for full-time faculty, for the preceding Fall, Winter, and Spring terms.

For part-time APs, the cap shall be prorated based on their annual FTE when compared to 1.0 FTE for full-time AP.

Effective with the next open enrollment period, October 2026, employees selecting the Health Savings Account (HSA)-eligible plan for either Moda or Kaiser will receive the balance of the district contribution to an HSA as established by the employee.

3. **PT Faculty Pay Ratio**

Effective September 1, 2026, adjust pay schedule in appendix C by a factor of 80/75.

4. **Pay For Special Knowledge and Skills**

Proposal: New and existing faculty and academic professionals shall receive additional compensation for relevant educational, career, and language skills experience beyond the minimum qualifications. Contract changes below shall be applied to existing employees upon ratification.

FT Faculty, Academic Professionals, and part-time Academic Professionals

16.1.2 Advanced initial salary placement for directly relevant professional, business, or industrial experience ~~may~~ shall be applied for new Academic Professionals and ~~shall be applied for~~ new full-time Faculty as follows:

- A. Approved full-time paid teaching or applicable professional experience, one additional step for each two years completed, **up to four steps.**
- B. **CTE Faculty and APs with A**approved and applicable ~~full-time paid applicable~~ business or industrial experience **shall receive one additional step for each year of full-time experience, up to four additional steps.** ~~one additional step for each two years completed.~~
- C. Part-time experience will be credited on a prorated basis.
- D. Part-time faculty hired as Full-time faculty (either in a temporary or permanent position) will be placed at their current part-time step on the Full-time Faculty Schedule in Appendix A.
- E. **Faculty and APs with relevant educational experience beyond the minimum qualifications for the faculty or AP position shall receive two additional steps (Master's Degree) or four additional steps (Doctoral Degree).** ~~The level of placement for any combination of education and experience shall not exceed Step 3 under normal circumstances. The maximum step may only be exceeded with the approval of the President.~~
- F. **Faculty and APs who utilize bilingual skills in the course of their work shall receive additional premium compensation of 5 percent. Employees eligible for bilingual pay must demonstrate language proficiency through a standardized assessment.**

16.1.3 **For new employees who do not meet the conditions outlined in 16.1.2,** ~~the~~ President may authorize **advanced step** placement ~~above Step 3~~ at their discretion.

PT Faculty

18.3 Step Placement

~~18.3.1 All newly hired part-time Faculty will be placed on Step 1, except where the College has a specific agreement for part time Faculty in a difficult to recruit subject area as provided in Article 18.5. Effective September 1, 2011, part-time Faculty who are re-hired after a period of separation will be placed at the step, they were on at the time of separation.~~

18.3.21 Any former full-time Faculty member or full- or part-time Academic Professional employee who subsequently becomes a part-time Faculty member under this Agreement will be placed on a pay step based on accumulated contact hours in accordance with Article 18.3.32.

18.3.32 Part-time Faculty (except Counselors, Librarians, and Tutors and those

teaching in the Trade Extension programs), will progress between pay steps on the basis of accumulated contact hours as follows:

- Step 2 upon completion of 500 contact hours.
- Step 3 upon completion of 1000 contact hours.
- Step 4 upon completion of 1500 contact hours.
- Step 5 upon completion of 2000 contact hours.
- Step 6 upon completion of 2500 contact hours.
- Step 7 upon completion of 3000 contact hours.
- Step 8 upon completion of 3500 contact hours.
- Step 9 upon completion of 4000 contact hours.
- Step 10 upon completion of 4500 contact hours.
- Step 11 upon completion of 5000 contact hours.
- Step 12 upon completion of 5500 contact hours.
- Step 13 upon completion of 6000 contact hours.
- Step 14 upon completion of 6500 contact hours.
- Step 15 upon completion of 7000 contact hours.
- Step 16 upon completion of 7500 contact hours.
- Step 17 upon completion of 8000 contact hours.

18.3.3 Subsequent to placement under Article 18.3.2, advanced salary placement for directly relevant professional, business, or industrial experience shall be applied as follows:

- A. Approved full-time paid teaching or applicable professional experience, one additional step for each two years completed, up to four steps.**
- B. CTE Faculty with approved and applicable full-time paid applicable business or industrial experience shall receive one additional step for each year of experience, up to four additional steps.**
- C. Part-time experience will be credited on a prorated basis.**
- D. Part-time faculty with relevant educational experience beyond the minimum qualifications for the faculty position shall receive two additional steps (Master's Degree) or four additional steps (Doctoral Degree).**
- E. Part-time faculty who utilize bilingual skills in the course of their work shall receive additional premium compensation of 5 percent. Employees eligible for bilingual pay must demonstrate language proficiency through a standardized assessment.**

5. PT to FT Faculty Language Clarification

~~18.3.5 Full-time temporary Faculty assignments will count toward the completion of contact hours required for part-time Faculty step movement.~~ **Full-time temporary faculty assignments will be credited as 500 contact hours per year, plus any summer or overload hours, required for Part-time faculty step movement. One- or**

two-term temporary Full-time assignment will be credited as a percentage of 500 contact hours or actual accrued contact hours, whichever is greater.

6. PT Librarians, Counselors, Trade Extension, and Tutors to the 17-step PT faculty salary scale.

Move PT librarians, PT counselors, and PT faculty teaching in the Trade Extension program to the 17-step laboratory schedule. Currently-employed part-time librarians and counselors and TE PT faculty are moved to this scale based on length of employment.

Move PT tutors (defined within the contract as an existing PT faculty who is also working as a tutor) to the 17-step writing conference schedule. PT tutors are moved based upon the current step level.

Changes to Contract Language

Eliminate tables in Appendix C relating to PT faculty teaching in the Trade Extension, PT Counselors and Librarians, and PT Tutor payscale.

18.3.3

Part-time Faculty ~~(except Counselors, Librarians, and Tutors and those teaching in the Trade Extension programs)~~, will progress between pay steps on the basis of accumulated contact hours as follows:

...

18.3.4

Part-time Faculty teaching in the Trade Extension programs and part-time Counselors and Librarians, ~~and Tutors will progress between pay steps on the basis of years of service as follows:~~ will progress on the 17-step PT faculty Laboratory pay schedule, at the rate of one step for every 500 hours worked.

~~Step 1: 0 – 5 years~~

~~Step 2: 5 – 7 years~~

~~Step 3: 7 – 10 years~~

~~Step 4: 10 – 14 years~~

~~Step 5: 14 or more years~~

7. Update PT Faculty Participation rates in Appendix F as follows:

\$66.38 for up to 2 hours

\$99.57 for up to 3 hours

\$132.76 for up to 4 hours

\$199.14 for up to 6 hours
\$265.52 for up to 8 hours

8. **Count PT Faculty non-instructional time toward step movement**

Article 18.3.7: Part-time faculty who participate in compensated college service, course release/reassignment equivalent hours, or bargaining unit work shall have those hours calculated towards their contact hours for step movement. College service and course release/reassignment hours will be calculated as a percentage of FT step movement, set hours per term would be assigned a one-to-one number. These hours shall not affect instructional FTE.

For example, PT faculty working in a position which would come with 25% course release/reassignment for FT faculty, would earn 125 PT contact hours for that service (equal to 25% of 500 FT contact hours) in addition to compensation at the appropriate step.

PT faculty working a set number of hours per term at special projects rate would have these hours added to their contact hours. For example, PT faculty serving in a work group with 20 hours of logged work for a given term would be granted those 20 hours as PT contact hours in addition to compensation at the special projects rate. PT Faculty who work as tutors or advisors (or doing other bargaining unit work) would also be assigned a one-to-one number.

9. **PT Faculty Fall Step Placement**

18.3.6 Step movement will occur at the start of each Fall term. PT Faculty with fewer than 250 remaining hours needed for a step advancement shall be paid at a rate 1.5% above the applicable rate from Appendix C.

10. **Step/Equitable Pay for PT Faculty who do college service**

5.2 College Service. This includes such activities as participation on College or campus committees as described in Article 26, pathway/department activities, student-related activities, and other duties which enhance the College. Full-time Instructors, full and part-time Counselors, Librarians, and Academic Professionals will be assigned the following duties according to the needs of the department, the abilities of the individual, and in collaboration with their Administrative Supervisor. Part-time Counselors and Librarians may not be required to perform the duties in Articles 5.2.1 and 5.2.2 and will be compensated if performance of these duties is directed by the Administrative Supervisor. PT Faculty may not be required to perform the duties in Articles 5.2.1

through 5.2.6 and will be compensated in accordance with their Step Level on the FT faculty hourly rate payscale if performance of these duties is directed or approved by an Administrative Supervisor.

11. Eliminate cap on sick leave accrual for PT Faculty

19.3.2 Part-time Faculty. Part-time Faculty will accrue two hours of sick leave per pay period. ~~A maximum of 80 hours may be accrued in an academic year. A maximum of 80 hours of accrued unused sick leave may be carried over from one academic year to the next. However, no more than 80 hours may be accrued and/or carried over at any time.~~ **Unused sick leave shall be accumulated without limit.** Sick leave may be used for any purpose permitted by Oregon law.

12. Increase Health Insurance Trust Fund

18.7.3(b) After September 1, ~~2024~~**2025**, annually the College will provide ~~\$66,000~~**\$69,036** to the Health Insurance Trust Fund to provide health insurance assistance to members of the bargaining unit who have no health insurance plan available to them through the College. **After September 1, 2026, annually the College will provide \$72,212 to the Health Insurance Trust Fund.**

13. Workgroup to Develop Proposal on Salary Scale and Job Classification Changes

MOU: FFAP and PCC Administration agree to analyze recommendations contained in the COMPENSATION, CLASSIFICATION & STAFFING STUDY via a joint workgroup including equal representation from FFAP, FCE, and Management. The workgroup shall convene beginning in Winter 2026, with the goal of developing a proposal to be introduced and bargained during the 2027 successor agreement. PCC Administration agrees not to implement any changes related to faculty and AP classification and compensation structure outside of bargaining. Changes to the faculty and AP salary and classification system not addressed as part of the 2025 reopener shall be bargained during the 2027 successor agreement.

The workgroup shall be conducted in line with the principles of shared governance outlined in Article 26.1, which states *“The College and the Federation also acknowledge that shared governance is a set of practices under which **faculty and APs participate in making significant decisions concerning the operation of their institution.** Shared governance has played a central role in the success of American higher education. It provides a mechanism for academic employees with training and frontline experience in curriculum, teaching, and all aspects of student support to be involved in decision-making in their areas of expertise.”* (emphasis added)

We anticipate this work will account for approximately 83 hours during the Academic Year 2025-26 for all participants. Compensation, either pay or reassignment should be selected at the discretion of the participants.

14. **Increase tuition waiver benefits for PT faculty and PT APs**

15.1.2.1 The tuition waiver shall apply to a maximum of eight credit hours per term **or two classes per term, whichever is greater.**

15.1.3.1 The tuition waiver shall apply to a maximum of ~~six~~**eight** credit hours or two classes per term, whichever is greater.

15.1.3.2 For part-time Faculty, tuition waivers may be used during a term in which the Faculty member is employed and during the term which immediately follows the term in which the Faculty member is employed. **If a course is cancelled (teaching or taking), the College may bridge the tuition waiver across terms.**

15.1.3.3 Eligible dependents shall be ~~entitled to a maximum of six hours or two classes per term, whichever is greater. A child who is an eligible dependent of two part-time Faculty or Academic Professional employees is entitled to a maximum of twelve credits or four classes per term, whichever is greater.~~**eligible for up to 19 credits per term each for a maximum of the credits required to obtain a two year degree in a College program.**

15. **Option to cash out unused personal leave hours**

19.8.6 For PT Faculty, any unused personal leave will be cashed out at the end of the academic year at their step's hourly rate.

16. **Stipend for counselor license renewal**

5.6.6. Counselors will receive \$1,000 annually toward license renewal. Payments for license renewal shall be issued as a stipend.

17. **PT to FT Faculty Clarification of Contract Language**

16.1.2(d) Part-time faculty hired as ~~F~~**full-time** faculty (either in a temporary or permanent position) will be placed at ~~their current part-time a~~ **a** step on the Full-time Faculty Schedule in Appendix A **according to the schedule in Article 18.3, applied following their last contact hour as a part-time faculty.**

18. **New top step for faculty:**

Appendix A. Add a new top step (18) to the faculty pay scale. Delete step 1. Renumber the step numbers appropriately to preserve the 17 step pay schedule of steps 1 through 17.

19. **Increase Early Retirement Benefit**

14.6 Effective September 1, 2014**2025**, an employee who has completed ten consecutive years of full-time employment (excluding temporary appointments) with the College AND who has EITHER thirty years of creditable service in the State Public Employee Retirement System OR who is at least 58 and not more than 64 years of age shall have the option of an early retirement program which will provide the employee ~~\$400.00~~**\$1,600** per month for a maximum period of four years. Such payments will terminate at the end of the month in which the employee reaches the age of 65 or at the end of four years, whichever comes first.

20. **Health Insurance Waiver**

The \$200/month health insurance waiver agreement shall be added to the contract.

[Article 17, new item 17.5, zero cost from existing practice]

21. **Soft Retiree Benefits**

Article 14.8 Effective September 1, 2026, all full-time and part-time employees who retire from PCC are eligible for the following benefits:

- a. **Unlimited PCC credit and non-credit classes at no charge.**
- b. **Free parking on PCC campuses and centers.**
- c. **Use of college facilities during open periods, including the library, gymnasium, weight rooms, and lockers.**
- d. **Attendance at college sponsored events under the same conditions as regular employees**
- e. **Membership in PCC's Senior Studies Institute (SSI) a unique program for dynamic older adults who want to expand their horizons and connect with others. SSI offers learning in a pressure-free atmosphere — no grades, no bell curves, no tests, no papers, no compulsory attendance, no competitive pressures and no formal faculty. It is a member-driven organization with courses proposed, planned and taught by the members.**

STATE OF OREGON, EMPLOYMENT RELATIONS BOARD

COST SUMMARY FORM

For ERB Use Only

Case No. __ME-081-25__

Date Filed __2/6/26__

Projected Increase/Decrease in Each Year

(add or shade unused columns as needed)

Proposal Description including Article or Section Numbers	Current Cost	Year 1	Year 2	Year 3	Total Projected Increase / Decrease	Explain calculations. List all factors and assumptions used in calculating costs for each year. Attach additional sheet if necessary.
1. Appendices A, B, C, D 2025/2026 COLA - 4.25% 2026/2027 COLA - 4.5%	\$290.6 M	\$5.8 M	\$12.6 M		\$18.4 M	Analysis of payroll in all affected classes. Includes 35.94% rollup for full time, 25.27% rollup for part time.
2. Articles 17 and 18 Healthcare premiums covered by college		\$470,000	\$940,000		\$1,410,000	Based on FY26 Moda 2, Moda Quartz vision, and Delta/Moda Dental 5 premium costs: 100% for self only, 90% for other categories. 6 months in year 1, all of year
3. Appendix C Adjust pay schedule in Appendix C in year 2 by a factor of 80/75 to bring PT pay ratio with FT to 80%	\$83.3 M (included in row 1)	\$0	\$2.8 M		\$2.8 M	Analysis of part time payroll, including full time while teaching at part time rate.
4. Articles 16 and 18 Initial step placement for prior work and education experience, and premium for bilingual skills		\$2M	\$2M		\$4M	\$1M for prior work, \$2M for advanced degree, and \$1M for bilingual skills.
5. 18.3.5 PT faculty in a temporary FT position credited 500 contact hours		\$0	\$0		\$0	This removes a disincentive for PT faculty in a temporary FT position to engage in college projects and service.
6. Article 18 Move 5-step scale faculty to 17- step laboratory schedule	\$6,167,372	\$400,000	\$400,000		\$800,000	Based on an analysis of payroll on the 5-step scale.
TOTAL (for each column)	0	\$8,670,000	18,740,000	0	\$27,410,000	

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(add or shade unused columns as needed)

Proposal Description including Article or Section Numbers	Current Cost	Year 1	Year 2	Year 3	Total Projected Increase / Decrease	Explain calculations. List all factors and assumptions used in calculating costs for each year. Attach additional sheet if necessary.
7. Appendix F Update PT Faculty participation rates	324225	106203	106203		212406	Rates increased by 32.756%, the CPI growth since 2018.
8. Article 18.3.7 Count PT faculty noninstructional time toward step movement		0	0		0	This removes a disincentive for PT faculty to engage in college projects and service.
9. Article 18.3.8 Half step for PT faculty who have accumulated halfway towards next step	\$83.3 M (included above in row 1)	125000	125000		250000	Current step elevation adds \$500K per year, about half of PT. Proposal elevates half of
10. Article 5.2 Clarification re: PT Faculty duties and compensation		0	0		0	This only requires paying for labor that an administrator must first approve and assign
11. Article 19.3.2 No cap to PT sick leave accrual		0	0		0	There would only be a cost to this in the extreme scenario of a PT instructor needing to use
12. Article 18.7.3(b) Health Insurance Trust Fund	66000	3036	6212		9248	Fixed cost is set by this proposal.
TOTAL (for each column)		234239	237415	0	471654	

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Projected Increase/Decrease in Each Year

(add or shade unused columns as needed)

Proposal Description including Article or Section Numbers	Current Cost	Year 1	Year 2	Year 3	Total Projected Increase / Decrease	Explain calculations. List all factors and assumptions used in calculating costs for each year. Attach additional sheet if necessary.
13. MOU Trupp Study Workgroup	0	\$20,473	0		\$20,472.78	Assuming 6 FFAP members, 83 hours each, at \$41.11 per hour. \$41.11 is special project rate including 4.25% COLA
14. Article 15.1 Update staff tuition benefit	0	0	0		0	Assuming increase enrollment from this increase in tuition benefit does not cap out sections, there is no added cost.
15. Article 19.8.6 PT Faculty able to cash out unused personal leave	0	0	0		0	This is cost neutral, since faculty could otherwise use the leave and incur cost for subs.
16. Article 5.6.6 Stipend for counselor license renewal	0	0	0		0	This is a zero cost change that relieves counselors of the reimbursement process
17. Article 16.1.2(d) Clarify contract language re: PT faculty being hired	0	0	0		0	This is a zero cost contract language clarification
18. Appendix A New top step for FT faculty		0	\$2 M		\$2 M	Based on an analysis of the current step 17 FT faculty.
TOTAL (for each column)	0	\$20,473	\$2,000,000	0	\$2,020,473	

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(add or shade unused columns as needed)

Proposal Description including Article or Section Numbers	Current Cost	Year 1	Year 2	Year 3	Total Projected Increase / Decrease	Explain calculations. List all factors and assumptions used in calculating costs for each year. Attach additional sheet if necessary.
19. Article 14.6 Increase early retirement benefit		0	0		0	This saves the college money. The savings from additional early retirements outweigh the
20. Article 17.5 Add (existing) \$200/month health insurance waiver to contract		0	0		0	This is existing practice.
21. Article 14.8 Add "soft" retirement benefits to contract and include PT Faculty		0	0		0	This is existing practice for FT faculty and would only incur cost for a retired PT faculty
					0	
					0	
					0	
TOTAL (for each column)	0	0	0	0		