

Classified Association of Central Oregon Community College (CACOCC)

Final Offer

02 March 2026

The Classified Association of Central Oregon Community College (CACOCC) presents the following Final Offer to enter into a successor collective bargaining agreement with the Central Oregon Community College (Management) on the terms and conditions described below, subject to ratification by the membership of CACOCC.

The CACOCC’s Final Offer is described below and presented with proposed new language bolded and existing language to be deleted appearing with a strikethrough. Red font is used to emphasize both additions and deletions. Note that this Final Offer does not reflect changes to other articles on which CACOCC and Management have already reached Tentative Agreement – only the remaining “open” articles remaining in the negotiation. The remaining open articles, including a summary of CACOCC’s Final Offer on the same, are listed here:

Article	CACOCC Final Offer Summary	Notes
Article 10: Part-Time Employees	30-39 hour employees receive 100% of the full-time employee insurance benefit in Article 12, not 75% proration	n/a
Article 11: Compensation	Yr 1: 15.82% COLA to entire table, Yr 2: 13.66% , Yr 3: 12.05%	MIT Living Wage for Bend, 1 person 0 kids*
Article 12: Insurance	Switch to tiered rates and increase full-time benefit from 90% to 100% of premiums	This will save the employer \$935,313 for our unit and save \$3.9M college-wide
Article 16: Sick Leave	Accept Management’s final pre-mediation (December 15, 2025) offer	n/a
Article 17: Bereavement	Accept Management’s final pre-mediation (December 15, 2025) offer with housekeeping	n/a
Article 19: Personal Leave	Adds one day. No cost since subs are not used. Would still draw down sick leave. Proration by FTE.	n/a
Article 31: Duration	3 years (2025-2026, 2026-2027, 2027-2028)	n/a
Appendices	Change as required by changes to other articles	Salary tables described by Article 11 are updated.

***Note:** CACOCC’s wage offer targets a Living Wage by Year 3. This was derived from MIT’s Living Wage Calculator specific to Bend as of 4/15/2025 for 1 adult 0 kids and projected forward by CACOCC using an assumption of 3% inflation per year. MIT updated the model for Bend on 02/15/2026 and inflation hit even harder than CACOCC’s conservative predictions.

More complete information on each article is provided, below.

ARTICLE 10: PART-TIME EMPLOYEES

- 1. Benefits.** Part-time bargaining unit members shall receive prorated benefits only as specifically provided by the provisions of this agreement.

1.—2. Proration of Benefits. **Unless otherwise specified, w**hen benefits allowed under this article are prorated, they shall be prorated in accordance with the following schedule:

- a) If the employee is scheduled to work 20 to 29 hours per week, benefits will be prorated at fifty percent (50%).
- b) If the employee is scheduled to work 30 to 39 hours per week, benefits will be prorated at seventy five percent (75%), **except for health insurance which will be prorated at one hundred percent (100%) of the full-time benefit.**

- 3. Positions Less Than 20 Hours Per Week.** It is the College's right to establish the number of hours that its employees work. However, if a new position is established wherein the employee works between 16 and 19 hours per week inclusive, the appropriate ~~Senior Leadership Team member~~**Vice President** will review the position after a period of **one year nine months** and determine whether the scheduled hours per week be raised to 20 or more, ~~or decreased to 15 or less~~**and report to the Human Resources department if the hours will rise to 20 or more hours per week. The Human Resources Department will then confer with the Association President or their designee for the purposes of obtaining input.** Such a decision will be wholly that of management and not subject to the grievance procedure.

Article 10: Part-Time Employees Costing

There are 7 employees who work 30-39 hours, only 6 of whom take insurance from the employer per spring 2025 RFI. The FY25 baseline cost for those employees was \$63,778 with the employer paying 75% of the full benefit rate of 90% of medical/dental/vision insurance premiums. Assuming the statutory limit of 3.4% annual cost increases and assuming the recent ~17% turnover rate continues, the cost to the employer would increase to \$86,898 in Y1, \$88,822 in Y2, and \$90,811 in Y3. Therefore, the cumulative new cost over life of the contract is \$75,198 for increasing the proration from 75% to 100% for these workers.

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ARTICLE 11: DIRECT COMPENSATION

1. **Wage.** The College and CACOCC agree to the following changes to classified wages effective July 1, 202~~2~~⁵ through June 30, 202~~5~~⁸:

a) The parties have adopted the wage “step” schedule in Appendix A **and B and C** which reflects wages for July 1, 202~~2~~⁵ – June 30, 202~~3~~⁸. **The schedules represent a 15.82% increase in 2025-2026 and a 13.66% increase in 2026-2027 and a 12.05% increase in 2027-2028.**

~~i) The wage schedule reflects a two percent (2%) increase between each step within each grade.~~

~~ii) Existing bargaining unit employees will be placed on this schedule by taking their current wage, increasing it by four percent (4%), then placing them on the step closest to their new wage (some employees will receive higher and some lower than four percent (4%) due to this rounding). The College will provide back pay reflecting these increases retroactive to July 1, 2022, 30 days following execution of this agreement by both parties.~~

iii) Employees newly hired into a bargaining unit position will be placed at Step 1, 2 or 3 of their pay grade, depending on prior relevant work experience, education or degrees in a closely related job field, and/or meeting or exceeding preferred qualifications.

~~b) Effective July 1, 2023, the entire wage step schedule will be increased by one-and-a-half percent (1.5%), as reflected in Appendix B.~~

~~c) Effective July 1, 2024, the entire wage step schedule will be increased by one-and-a-half percent (1.5%), as reflected in Appendix C.~~

d) Each July 1, employees will advance one step ~~on the new schedule~~ in their pay grade (e.g. from step 2 to step 3).

i) Employees who were at Step 20 of the step schedule in the prior year will remain at step 20 in subsequent years ~~(with the 1.5% schedule increases in subsections b and c)~~. In addition, beginning July 1, 2023 and each July 1 thereafter, they will receive a lumpsum payment in the amount of one percent (1%) of their annual wages from the just-completed year.

ii) **The parties agree that step advancement remains in force when this contract goes into status quo. The salary schedule on which advancement shall occur is the salary schedule that was in effect at the time the contract expired.***

***Mediation Note: The parties settled a grievance a few months ago regarding this issue. The union maintains that the current contract language has the same effect as this proposed language. We are proposing this language for clarity not for substantial change. The parties have discussed this fact several times.**

2. Payroll.

- a) Payroll Draws: Bargaining unit members may request, in writing, a draw of up to sixty (60) percent of accrued compensation twice per calendar year.
- b) The cost of payroll assessments exclusive of the employee portions of FICA and Workers Compensation insurance will be paid by the College. **This includes the employee contributions to PLO, which shall be paid by the employer.**

3. Working Out of Classification.

- a) The College may temporarily assign an individual to work for not more than ninety (90) days in any fiscal year in a position other than their regular permanent classification. In the event an employee is assigned to a higher classification and performs the work required to fulfill the classification for a period exceeding five (5) regular working days the employee shall receive an increase in pay to the minimum step of the new wage grade or 5% of current wage, whichever is higher, starting with the sixth (6) day.
- b) Notwithstanding the above, the College and the employee may agree to an on-the-job training program assignment. Details of the training program assignment are determined by the College. The employee may, in writing, request the anticipated duration as well as other elements of the training program be specified in writing prior to entering into the program.

4. Call Time Occurrence/Premium Time Pay (PTP).

- a) Definition. For a definition of “Call Time” and “Call Time Occurrence,” please refer to Article 1. For the purposes of clarification, employees report on their web timesheets any call time as Premium Time Pay (PTP).
- b) Exceptions to Definition. The call time occurrence provision does not apply to 1) additional hours assigned to the end of an employee’s shift, before their regular shift ends, or 2) additional hours of work assigned in advance. Additionally, the call time rate will not apply to any hours an employee works in excess of 40 hours in a week. Hours worked in excess of 40 hours a week will be compensated in accordance with Article 8 Overtime.

c) Call Time/PTP Compensation and Hours. The rate of pay for a call time/PTP occurrence will be one and one-half (1.5) times the employee's base pay rate for the number of call time hours worked. A call time/PTP occurrence will be a minimum of two (2) hours, unless the call time occurrence begins less than two (2) hours prior to the start of the employee's regularly scheduled shift. When a call time/PTP occurrence precedes the start of an employee's regular shift, the employee's shift will be adjusted to the degree possible to stay within an eight (8)-hour workday, or the number of hours the employee normally works per day.

d) Any hours worked after the call time/PTP occurrence ends will be paid at the employee's regular rate of pay. When a call time/PTP occurrence ends an hour or more prior to the start of the employee's regular shift, the employee has the following options:

- i) The employee may leave work and return at the start of their regular shift (or at a later time agreed upon by the supervisor); or
- ii) The employee may continue to work until they have completed their regular number of hours for that day.

If the call time/PTP occurrence ends within less than an hour before the start of the employee's regular shift, the employee will continue their normal work duties and will be paid at the call time rate for the remainder of the hour, until the start of the regular shift.

5. Excused from Work due to Non-Disciplinary Reasons. If an employee reports to work as scheduled and is excused from duty for non-disciplinary reasons, they shall be paid for their work shift for that day at their regular rate.

6. Shift Premium. Bargaining unit members whose regular full-time or part-time work schedules are such that sixty percent (60%) or more of their regularly scheduled shift falls within the period from 4:00 p.m. to 6:00 a.m. will receive a five percent (5%) per hour shift differential in addition to their regular wage rates. For those persons whose regular full-time or part-time work schedules are such that sixty percent (60%) or more of their regularly scheduled shift falls within the period from 10:00 p.m. to 6:30 a.m., the shift differential shall total eight percent (8%) per hour in addition to regular wage rates.

7. Bilingual Pay. Employees may receive bilingual pay provided that the following conditions are met:

- a) The position's job description is designated as requiring bilingual skills; ~~and/or~~

- b) The employee is assigned by their department to use the skill; **or**
- c) The employee demonstrates fluency in a second language that is related to the performance of their work**

Bilingual is defined as fluency in both English and the second language. Fluency includes the ability to converse, read, write and/or translate in English and the second language as necessitated by the job.

Employees eligible for bilingual pay will receive a 5% bilingual pay differential applied to their annual wage. ~~If an employee's job description or assignment is changed such that the employee is no longer performing bilingual duties, their wage will be adjusted downward 5% to reflect the change in bilingual pay differential. Bilingual pay is effective the first pay period after all conditions are met and there is no retroactivity. Removal of bilingual pay is effective the first pay period after bilingual duties have ceased.~~

8. Snow Removal and Fire Suppression. Employees will be paid 1.5% additional premium for time worked doing snow removal and active fire suppression. Active fire suppression is indicated when there is an active fire near the COCC campus and classified employees are asked to perform specific activities related to directly combating or minimizing the fire hazard.

Article 11: Direct Compensation Costing

The baseline expenditure for classified wages in FY2025 was approximately \$6,100,000. The wage-dependent rollup factor was 32%, comprising 17.54% PERS, 7.65% FICA, 6% PERS pickup, and 0.4% PLO contribution. The baseline wage expenditure including wage-dependent roll-up is therefore \$8,052,000.

In FY26 and beyond, the wage-dependent rollup factor increases to 34%, as PERS increased from 17.54% to 20.37%. Therefore, Year 1 of the Union’s proposed wage table is $\$6,100,000 * 1.34 * 1.1582 = \$9,467,127$, which represents a new cost of \$1,415,127 over baseline spending.

In Year 2 of the Union’s proposed wage table, the wage expenditure, including wage-dependent roll-up, is $\$9,467,127 * 1.1366 = \$10,760,336$, which represents a new cost of \$1,293,210 over Year 1 and \$2,708,336 over the FY2025 baseline.

In Year 3 of the Union’s proposed wage table, the wage expenditure, including wage-dependent roll-up, is $\$10,760,336 * 1.1205 = \$12,056,957$, which represents a new cost of \$1,296,621 over Year 2 and \$4,004,957 over the FY2025 baseline.

Fiscal / Contract Year	Wage Pool w/Roll-up	New Cost Over PY	New Cost Over Baseline	% of projected new revenue
FY25 – Y0	\$8,052,000	n/a	n/a	n/a
FY26 – Y1	\$9,467,127	\$1,415,127	\$1,415,127	14.13%
FY27 – Y2	\$10,760,336	\$1,293,210	\$2,708,336	12.51%
FY28 – Y3	\$12,056,957	\$1,296,621	\$4,004,957	11.01%

Other elements of the proposal – Bilingual stipend eligibility, fire suppression/snow removal differential, PLO contributions – are either negligible or too volatile to reasonably cost. For example, the employer picking up the employee portion of PLO contributions (0.4%) would cost at most \$193,707 over 3 years. However, this cost would likely be offset in a similar manner to step advancement (see below) or absorbed by conservative assumptions elsewhere in the wage costing.

Step advancement of bargaining unit members is not a cost driver of this proposal for two reasons. First, step advancement was bargained in a previous contract and is therefore not a cost that would be newly introduced by the current proposal.

More broadly, however, step advancement is not a cost driver for the college under any circumstance due to the turnover rate in the bargaining unit and the fact that new hires are limited to maximum initial placement of Step 3 out of 20. The effect of these factors means

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that the cost of advancing retained staff one step is offset by the lower salary of new hires relative to the staff they are replacing.

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ARTICLE 12: INSURANCE

1. College and Employee Contribution. The College will contribute toward the cost of college purchased health insurance (medical, prescription, dental and vision only) for **full-time 30 or more hour** employees at 90% of the **annual** cost of such insurance **regardless of contract length**; classified employees will pay 10% of the health insurance premium.

If the Federal Government, the State of Oregon, or any taxing authority taxes or otherwise increases the costs of health insurance paid by the College Article 12 of the contract **will may** be re-opened **by the College or by the Association**.

In preparation for the 2026 open enrollment period, the employer shall explore a switch to tiered premium rate structure for the CACOCC bargaining unit.

If it is determined that—based on Spring 2026 employee demographics and plan selections—a switch from composite to tiered OEBB rates when coupled with a 100% employer paid premium would save more than 10% compared to the employer’s current 90% obligation, then the employer shall adopt tiered rates rather than composite rates for the entire CACOCC bargaining unit.

Simultaneously with a switch to tiered rates, Section 1 shall be automatically amended to a 100%/0% employer/employee split.

Example: The March 2025 CACOCC demographics showed that a switch to tiered rates and 100% employer-paid premiums would have saved the College 13% compared to composite rates and 90% employer-paid premiums. This would save the employer \$935,331 over 3 years for CACOCC and would save the employer \$3,871,321 over the same time if the trend held for faculty and administrative staff.

2. Part-Time Employees. Part-time bargaining unit members shall be entitled to pro-rated insurance benefits in accordance with Article 10 of this contract.

3. Long-Term Disability Insurance. The College will pay the entire cost of long-term disability insurance premiums for full-time employees. Only full-time employees will be eligible for long-term disability insurance coverage. The College will pay premiums for full-time classified employees for term life insurance equal to \$50,000. Employees may purchase additional insurance at individual expense in increments of \$10,000.

Article 12: Insurance Costing

The employer stands to realize substantial savings by switching from composite rates to tiered rates with OEBC given the shift in employee demographics since management apparently performed its last analysis. For the classified staff, the switch to tiered rates will allow the employer to increase from 90% to 100% payment of employee premiums while still realizing a **savings of \$935,331** on classified staff health insurance over the life of this contract.

Employers must use either composite or tiered rates across the board, however. This means the savings will be substantially higher. The faculty bargaining unit is approximately the same size as the classified bargaining unit, and the collection of “administrative” employees is also approximately the same size. For those two employee groups, the shift to tiered rate would not be coupled with an increase from 90% to 100% of premiums, as that is beyond the scope of this contract. However, the savings would nonetheless be realized by union’s proposal. The savings for each of these two units would be \$1,467,995 each, for a **cumulative total of \$3,871,321**.

For the classified staff, here is how those figures break down:

CACOCC Unit	Cost on Union Proposal	Cost if no change	Savings
FY25	\$2,052,995	n/a	n/a
FY26	\$1,821,384	\$2,122,797	(\$301,413)
FY27	\$1,883,311	\$2,194,972	(\$311,661)
FY28	\$1,947,343	\$2,269,601	(\$322,257)
	\$5,652,038	\$6,587,369	(\$935,331)

And for all other employees, here is how those figures break down:

Non-classified employees	Cost on Union Proposal	Cost if no change	Savings
FY25	\$4,105,990	n/a	n/a
FY26	\$3,299,463	\$4,245,593	(\$946,130)
FY27	\$3,411,645	\$4,389,944	(\$978,299)
FY28	\$3,527,641	\$4,539,202	(\$1,011,561)
	\$10,238,748	\$13,174,738	(\$2,935,990)

For a cumulative savings of \$3,871,321 over the life of the contract.

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ARTICLE 16: SICK LEAVE

1. Sick Leave Accrual. Employees shall accrue sick leave at the rate of eight hours per month employed. An employee who begins work prior to the 16th of the month will accrue sick leave as though they worked the entire month, and employees who begin work on the 16th of the month or later will accrue no sick leave that month. Unused sick leave shall accumulate for an unlimited number of days.

2. Sick Leave Notification to Supervisor. An employee shall notify their immediate supervisor prior to or as soon as possible after the beginning of a scheduled shift when absent due to personal illness or any of the other designated uses of sick leave, except as specifically provided herein.

3. Doctor Certification. Human Resources may require certification by the employee's health care provider of the need to use sick leave at any time it appears that an employee may be abusing sick leave privileges. The College shall consider time the Employee spends to obtain the certification, including time spent at the doctor's visit as regular work hours. The College shall pay the employee's out-of-pocket cost as listed on the "Explanation of Benefits" statement for an office visit necessitated by the requirement of doctor certification. If an employee's health care provider indicates that an employee may return to duty, failure to do so upon written request could result in discipline or termination by the College in accordance with Article 25.

4. Workers' Compensation. Time loss for sickness or injury incurred because of employment, in most cases, is compensable under the State of Oregon Workers' Compensation law. When compensation is received for leave under this law, the employee shall receive the difference between the disability payment and regular wage until accrued sick leave is expended.

5. Uses of Sick Leave.

- a) **The Employee's Own Illness.** Absence due to the employee's own illness, injury, or health condition.
- b) **Medical Appointments.** Absence due to the need for medical diagnosis, care, treatment, or preventative treatment, including medical, dental and eye appointments for the employee or a family member, shall be reported as sick leave and rounded to the nearest half-hour.
- c) **Family Sickness.** Sick leave may be used to cover absence, due to the illness, injury or health condition of a member of the immediate family of the employee or to enable the staff member to be with members of the immediate family when an emergency occurs due to illness, or accident, the Oregon Military Family Leave Act,

and certain situations related to domestic violence, harassment, sexual assault or stalking as defined by federal or state law in the event of a public health emergency as defined by law.

d) **FMLA/OFLA/PLO/Oregon Military Family Leave Act/Oregon Law Protecting Victims of Domestic Violence, Harassment, Sexual Assault or Stalking.** The parties acknowledge applicability of the federal Family Medical Leave Act (FMLA), the Oregon Family Leave Act (OFLA), **Paid Leave Oregon (PLO)**, the Oregon Military Family Leave Act, and Oregon law providing leave to Victims of Domestic Violence, Harassment, Sexual Assault or Stalking (ORS 659A.270 *et seq.*) to employees represented by the Association.

The parties further agree to the following provision in the administration of these laws:

i) Employees must use sick leave or other forms of paid leave to which they are entitled under the collective bargaining agreement concurrent with **the any** approved FMLA/OFLA leave, **when not using Paid Leave Oregon (see Section 7 below).**

ii) ~~The FMLA/OFLA “leave year” is considered to be a twelve (12) month period rolling backward from each qualifying event.~~

iii) ~~During the period of FMLA, OFLA, OMFLA leave or leave for DV, Harassment, Sexual Assault, or Stalking, the employer’s insurance contribution toward the health plan will continue at the level and under the conditions coverage would have been provided if the employee had continued to be employed continuously during the leave.~~

iv) ~~The employer’s determination of FMLA/OFLA eligibility may require medical certification that the leave is needed due to an FMLA or OFLA-qualifying condition of the employee or that of a covered member of the family. At the College’s expense, a second opinion may be requested.~~

v) ~~As required under FMLA/OFLA, employees must give 30 days written notice in advance of foreseeable leave. When the need for leave is unforeseeable, employees must give verbal notice when practicable or within 24 hours of starting a leave.~~

e) ~~**Personal Leave.** A full-time classified staff member shall have available two 8.0-hour workdays of non-accumulative personal leave per fiscal year, which shall be charged against accrued sick leave when used. A part-time classified staff member shall have this amount pro-rated by their FTE which shall be charged against accrued sick leave in hours when used.~~

~~Personal leave must be requested 24 hours in advance of the leave, except in cases of emergency. Prior notification and approval from the supervisor are required. Such approval will not be unreasonably withheld.~~

Mediation Note: This language is being shifted by the parties to Article 19: Personal Leave where the Union is accepting the employer's last pre-mediation proposal about increasing from 2 to 3 days and prorating by FTE rather than by the Article 10 proration schedule that was mentioned in the Union's last pre-mediation offer.

6. Accrued Sick Leave for Part-Time Employees. Part-time employees who are members of the bargaining unit shall accrue sick leave on a prorated basis in accordance with Article 10.

7. Paid Leave Oregon. The **Paid Leave Oregon (PLO) FAMILI** program provides employees with up to 12 weeks of leave per year with partial wage replacement funded through payroll contributions. The employer will follow **PLO Oregon FAMILI program (currently known as Oregon Paid Leave)** and Oregon Employment Department (OED) regulations with the following modifications/clarifications:

- a) Employees may choose to supplement the **PLO FAMILI** weekly benefit amount by using their accrued sick and/or vacation time up to 100% of their wages. For example, if the employee's **PLO FAMILI** weekly benefit amount is 80% of their weekly wage, they may use their accrued sick or vacation in order to receive the equivalent of their full weekly wage.
- b) **Seniority and benefits shall continue to accrue while the employee is out on paid leave.**

Article 16: Sick Leave Costing

The proposed changes to Article 16 have no economic impact. The proposed changes match management's last pre-mediation offer, which they made on December 15, 2025.

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ARTICLE 17: BEREAVEMENT LEAVE

1. Annual Bereavement Leave. Employees in the Bargaining Unit shall have available up to five (5) paid days of Bereavement Leave in a fiscal year per incidence of death **or life altering illness** of an immediate family member **as defined in the Oregon Family Medical Leave Act (OFLA)**. Any bereavement leave shall run concurrently with state or federal laws.

2. Additional Bereavement Leave and Use of Sick Leave. Employees in the Bargaining Unit will be granted the bereavement leave in alignment with Oregon Family Medical Leave Act (OFLA). Accrued sick and vacation time can be used to cover any bereavement days needed beyond the five (5) paid bereavement days allotted in Article 17.1. The Chief Human Resources Officer (or designee) in collaboration with the immediate supervisor, may grant extra leave, at their discretion for unusual or critical circumstances. The employee may use available sick, vacation, or leave without pay under these circumstances.

3. Bereavement Leave for ~~Non-Immediate Family Members~~ Other Relationships. Leave granted for other **family** relationships not listed above may be granted on a case-by-case basis. The granting or denial of additional discretionary leave by the Human Resources Director (or designee) and the immediate supervisor shall not be subject to the grievance procedure under Article 5 of this contract.

4. Bereavement Leave for Part-Time Employees. Part-time employees shall be granted five (5) days of paid bereavement leave based on their regular or existing work schedule.

5. Non-Accumulation of Bereavement Leave. This leave is not cumulative, and may not be used for any reason other than stated in this contract.

Article 17: Bereavement Leave Costing

The proposed changes to Article 17 have no economic impact. The proposed changes substantially match management's last pre-mediation offer, which they made on December 15, 2025.

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ARTICLE 19: PERSONAL LEAVE

1. ~~A bargaining unit member may, with the concurrence of their supervisor, arrange time-off for personal business. At the same time such arrangements are made, the employee and the supervisor will arrange for the time to be made up or sick time used in accordance with Article 16. In no event shall such rescheduling result in overtime compensation.~~

A full-time classified staff member shall have available three 8.0-hour workdays of non-accumulative personal leave per fiscal year. A part-time classified staff member shall have this amount pro-rated by their FTE. Personal leave shall be charged against accrued sick leave in hours when used.*

***Mediation Note: The Union's pre-mediation proposal said proration would follow Article 10. The College's proposals have consistently asked for proration to follow FTE. We are agreeing to the FTE proration, which was original contract language. Note that this language has been shifted from Article 16 to this article and one additional day has been added.**

2. ~~Personal leave must be requested 24 hours in advance of the leave, except in cases of emergency. Prior notification and approval from the supervisor are required. Such approval will not be unreasonably withheld. Use of personal time will not result in overtime compensation.~~

Article 19: Personal Leave Costing

This proposal matches Management's last pre-mediation offer, which management passed on December 15, 2025.

Management does not have a practice of hiring substitutes to cover workers who use personal leave. Therefore, there is no additional cost borne by the employer in offering a third day, nor by offering to pro-rate by FTE rather than using the proration schedule in Article 10.

It must also be noted that personal leave draws against sick leave.

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ARTICLE 31: DURATION

Effective dates of this agreement are July 1, 202~~2~~⁵ through June 30, 202~~5~~⁸. ~~The Classified Association of Central Oregon Community College shall notify the College of its intent to negotiate a successor agreement no later than October 30, 2024.~~

Article 31: Duration Costing

There is no unique cost driven by these amendments to Article 31 beyond what is already discussed in the costing of Article 11: Compensation.

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Appendices

(Mediation Note: Retiree Insurance, Appendix D, is unchanged and is included here only for completeness. The wage tables in Appendices A-C are new to reflect the changes in Article 11: Direct compensation and would replace the existing tables.)

Appendix A. **2022-23 2025-2026** Classified Wage Schedule

2025-2026	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
Grade 14	\$21.90	\$22.34	\$22.79	\$23.24	\$23.71	\$24.18	\$24.67	\$25.16	\$25.66	\$26.16	\$26.70	\$27.23	\$27.78	\$28.33	\$28.90	\$29.48	\$30.07	\$30.67	\$31.28	\$31.91
Grade 15	\$23.13	\$23.59	\$24.06	\$24.55	\$25.04	\$25.54	\$26.05	\$26.57	\$27.10	\$27.64	\$28.20	\$28.76	\$29.33	\$29.92	\$30.52	\$31.13	\$31.75	\$32.39	\$33.04	\$33.70
Grade 16	\$24.35	\$24.83	\$25.33	\$25.84	\$26.35	\$26.88	\$27.42	\$27.97	\$28.53	\$29.10	\$29.68	\$30.27	\$30.88	\$31.49	\$32.12	\$32.77	\$33.42	\$34.09	\$34.77	\$35.47
Grade 17	\$25.56	\$26.07	\$26.59	\$27.13	\$27.67	\$28.22	\$28.79	\$29.36	\$29.95	\$30.55	\$31.16	\$31.79	\$32.42	\$33.07	\$33.73	\$34.40	\$35.09	\$35.79	\$36.51	\$37.24
Grade 18	\$26.78	\$27.31	\$27.86	\$28.42	\$28.99	\$29.57	\$30.16	\$30.76	\$31.38	\$32.00	\$32.64	\$33.30	\$33.96	\$34.64	\$35.33	\$36.04	\$36.76	\$37.50	\$38.25	\$39.01
Grade 19	\$27.99	\$28.55	\$29.13	\$29.71	\$30.30	\$30.91	\$31.53	\$32.16	\$32.80	\$33.46	\$34.13	\$34.81	\$35.50	\$36.21	\$36.94	\$37.68	\$38.43	\$39.20	\$39.98	\$40.78
Grade 20	\$29.21	\$29.79	\$30.39	\$31.00	\$31.62	\$32.25	\$32.90	\$33.55	\$34.22	\$34.91	\$35.61	\$36.32	\$37.05	\$37.79	\$38.54	\$39.31	\$40.10	\$40.90	\$41.72	\$42.55
Grade 21	\$30.43	\$31.04	\$31.66	\$32.29	\$32.93	\$33.59	\$34.27	\$34.95	\$35.65	\$36.36	\$37.09	\$37.83	\$38.59	\$39.36	\$40.15	\$40.95	\$41.77	\$42.60	\$43.45	\$44.33
Grade 22	\$31.64	\$32.28	\$32.92	\$33.58	\$34.25	\$34.94	\$35.63	\$36.35	\$37.07	\$37.82	\$38.57	\$39.34	\$40.13	\$40.93	\$41.75	\$42.59	\$43.44	\$44.31	\$45.19	\$46.10
Grade 23	\$32.86	\$33.52	\$34.19	\$34.87	\$35.57	\$36.28	\$37.00	\$37.74	\$38.50	\$39.27	\$40.05	\$40.86	\$41.67	\$42.51	\$43.38	\$44.22	\$45.11	\$46.01	\$46.93	\$47.87

Appendix B. **2023-2024 2026-2027** Classified Wage Schedule

2026-2027	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
Grade 14	\$24.89	\$25.39	\$25.90	\$26.42	\$26.95	\$27.49	\$28.03	\$28.60	\$29.17	\$29.75	\$30.35	\$30.95	\$31.57	\$32.20	\$32.85	\$33.50	\$34.17	\$34.86	\$35.56	\$36.27
Grade 15	\$26.29	\$26.82	\$27.35	\$27.90	\$28.46	\$29.03	\$29.61	\$30.20	\$30.80	\$31.42	\$32.05	\$32.69	\$33.34	\$34.01	\$34.69	\$35.38	\$36.09	\$36.81	\$37.55	\$38.30
Grade 16	\$27.67	\$28.23	\$28.79	\$29.37	\$29.95	\$30.55	\$31.16	\$31.79	\$32.42	\$33.07	\$33.73	\$34.41	\$35.09	\$35.80	\$36.51	\$37.24	\$37.99	\$38.75	\$39.52	\$40.31
Grade 17	\$29.05	\$29.64	\$30.23	\$30.83	\$31.45	\$32.08	\$32.72	\$33.37	\$34.04	\$34.72	\$35.42	\$36.13	\$36.85	\$37.58	\$38.34	\$39.10	\$39.89	\$40.68	\$41.50	\$42.33
Grade 18	\$30.44	\$31.05	\$31.67	\$32.30	\$32.95	\$33.60	\$34.28	\$34.96	\$35.66	\$36.37	\$37.10	\$37.84	\$38.60	\$39.37	\$40.16	\$40.96	\$41.78	\$42.62	\$43.47	\$44.34
Grade 19	\$31.82	\$32.46	\$33.10	\$33.77	\$34.44	\$35.13	\$35.83	\$36.55	\$37.28	\$38.03	\$38.79	\$39.56	\$40.35	\$41.16	\$41.98	\$42.82	\$43.68	\$44.55	\$45.45	\$46.35
Grade 20	\$33.20	\$33.87	\$34.54	\$35.23	\$35.94	\$36.66	\$37.39	\$38.14	\$38.90	\$39.68	\$40.47	\$41.28	\$42.11	\$42.95	\$43.81	\$44.68	\$45.58	\$46.49	\$47.42	\$48.37
Grade 21	\$34.58	\$35.28	\$35.98	\$36.70	\$37.43	\$38.18	\$38.95	\$39.73	\$40.52	\$41.33	\$42.16	\$43.00	\$43.86	\$44.74	\$45.63	\$46.54	\$47.46	\$48.43	\$49.39	\$50.38
Grade 22	\$35.97	\$36.69	\$37.42	\$38.17	\$38.93	\$39.71	\$40.50	\$41.31	\$42.14	\$42.98	\$43.84	\$44.72	\$45.61	\$46.53	\$47.46	\$48.41	\$49.37	\$50.36	\$51.37	\$52.40
Grade 23	\$37.35	\$38.09	\$38.86	\$39.63	\$40.43	\$41.24	\$42.06	\$42.90	\$43.76	\$44.63	\$45.53	\$46.44	\$47.37	\$48.31	\$49.28	\$50.27	\$51.27	\$52.30	\$53.34	\$54.41

Appendix C. **2024-2025 2027-2028** Classified Wage Schedule

2027-2028	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
Grade 14	\$27.89	\$28.44	\$29.01	\$29.59	\$30.19	\$30.79	\$31.40	\$32.03	\$32.67	\$33.33	\$33.99	\$34.67	\$35.37	\$36.07	\$36.80	\$37.53	\$38.28	\$39.05	\$39.83	\$40.63
Grade 15	\$29.45	\$30.04	\$30.64	\$31.25	\$31.88	\$32.51	\$33.16	\$33.83	\$34.50	\$35.19	\$35.90	\$36.62	\$37.35	\$38.10	\$38.86	\$39.64	\$40.43	\$41.24	\$42.06	\$42.90
Grade 16	\$31.00	\$31.62	\$32.25	\$32.90	\$33.56	\$34.22	\$34.91	\$35.61	\$36.32	\$37.05	\$37.79	\$38.54	\$39.31	\$40.10	\$40.90	\$41.72	\$42.55	\$43.40	\$44.27	\$45.16
Grade 17	\$32.55	\$33.20	\$33.86	\$34.54	\$35.23	\$35.93	\$36.65	\$37.39	\$38.13	\$38.90	\$39.67	\$40.47	\$41.28	\$42.10	\$42.94	\$43.80	\$44.68	\$45.57	\$46.48	\$47.41
Grade 18	\$34.09	\$34.76	\$35.47	\$36.18	\$36.91	\$37.64	\$38.40	\$39.16	\$39.95	\$40.75	\$41.56	\$42.39	\$43.24	\$44.11	\$44.99	\$45.89	\$46.80	\$47.74	\$48.70	\$49.67
Grade 19	\$35.64	\$36.35	\$37.08	\$37.82	\$38.58	\$39.35	\$40.14	\$40.94	\$41.76	\$42.60	\$43.45	\$44.32	\$45.20	\$46.11	\$47.03	\$47.97	\$48.93	\$49.91	\$50.91	\$51.92
Grade 20	\$37.19	\$37.94	\$38.69	\$39.47	\$40.26	\$41.06	\$41.88	\$42.72	\$43.58	\$44.45	\$45.34	\$46.24	\$47.17	\$48.11	\$49.07	\$50.06	\$51.06	\$52.08	\$53.12	\$54.18
Grade 21	\$38.74	\$39.51	\$40.31	\$41.11	\$41.93	\$42.77	\$43.63	\$44.50	\$45.39	\$46.30	\$47.22	\$48.17	\$49.13	\$50.11	\$51.12	\$52.14	\$53.18	\$54.25	\$55.33	\$56.44
Grade 22	\$40.29	\$41.09	\$41.92	\$42.75	\$43.61	\$44.48	\$45.37	\$46.28	\$47.20	\$48.15	\$49.11	\$50.09	\$51.10	\$52.12	\$53.16	\$54.22	\$55.31	\$56.41	\$57.54	\$58.69
Grade 23	\$41.84	\$42.67	\$43.53	\$44.40	\$45.29	\$46.19	\$47.12	\$48.06	\$49.02	\$50.00	\$51.00	\$52.02	\$53.06	\$54.12	\$55.20	\$56.31	\$57.43	\$58.58	\$59.75	\$60.95

Appendix D
Memorandum of Agreement
Retiree Insurance

Classified Association of Central Oregon Community College (CACOCC)

Final Offer

02 March 2026

This memorandum of agreement is entered into between Central Oregon Community College (hereinafter referred to as the College) and the Classified Association of COCC (hereinafter referred to as the Association) regarding medical insurance for retired and retiring Classified employees. This memorandum of agreement will constitute the entire agreement between the College and the Association regarding medical insurance for retired and retiring classified employees.

Effective June 30, 2002, current classified retirees who are listed on Attachment A are eligible to receive up to \$550.00 per month to be paid by the College toward the cost of their premium for the medical insurance plan. No other retired classified employee shall receive a College contribution for retiree medical insurance

As of June 30, 2002, classified employees' eligibility for retirement medical insurance and the level of the College contribution to that insurance will be based on the classified employees' years of service as of that date. Those classified employees with 15 or more years of continuous full time service (as of June 30, 2002) and who meet the criteria listed below are eligible to receive up to \$500 per month to be paid by the College toward the cost of their premium for the medical insurance plan in effect for regular status full time employees.

Those classified employees with twelve to fourteen years of continuous full time service (as of June 30, 2002), and who meet the criteria listed below are eligible to receive up to \$300 per month to be paid by the college toward the cost of their premium for the medical insurance plan in effect for regular status full time employees.

The current classified employees and retired classified employees who are eligible for up to either a \$550 per month, \$500 per month or \$300 per month medical insurance contribution are listed on Attachment A to this Memorandum of Agreement. No other classified employees shall receive a College contribution for retiree medical insurance.

The College will participate in the payment of this amount toward the purchase of medical insurance for retiring classified employees according to the following criteria:

Classified Association of Central Oregon Community College (CACOCC)

Final Offer

02 March 2026

The classified employee must be considered by PERS to be a retired member of the COCC staff and must be receiving benefits from PERS under one of the PERS retirement plans. It is the obligation of the retiring classified employee to inform the College as to their status relative to PERS and to any change in PERS status. Failure of the classified employee to notify the College of their PERS status removes all obligations of the College to provide any insurance assistance.

The classified employee must be between the ages of 55 and 65, and not eligible for Medicare coverage.

The classified employee must have served the College for fifteen (15) years in continuous service as a regular, full-time COCC employee.

Spouse, domestic partner and dependent children to the age provided in the current Medical Insurance Plan, who are dependents of the classified employee at their date of retirement, shall be covered under the retiree's medical insurance policy, if the retiree so chooses. Coverage for spouse and dependent children shall remain in force only so long as the classified employee is covered under the provisions of this agreement. In the event of the death of the retiring classified employee who has met the provisions of this agreement, the surviving spouse and children who have medical insurance provided by the provisions of this agreement will be allowed to retain medical insurance coverage under the terms of this agreement for a period of one year from the date of the death of the retiring classified employee to allow the spouse time to obtain their own medical insurance. No other person shall be covered, and once an election is made, it may not be changed.

Retirees after 6/30/02 can choose their contributions to go toward the College's medical insurance or receive a taxable stipend equal to the respective maximum contribution. This election must be made no later than 30 days before the date of retirement and once made is irrevocable. If the retirement stipend option has been elected, it shall cease the month following the month of death.

For the College:

By: _____

Date: _____

For the Association:

By: _____

Date: _____

Classified Association of Central Oregon Community College (CACOCC)
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 02 March 2026

ATTACHMENT A

Current Classified Retirees

Eligible for Health Insurance Support

8/14/2002

Name	Amount		
	550	500	300
Averill Abbott	X		
Larry Baker	X		
James Carter	X		
Barbara Mero	X		
Bea Young	X		
ie Zepnewski	X		
Doris Trueax		X	
Jan Sanderson		X	
Bob Cusick		X	
Carolyn Schroeder		X	
Roseann Neale		X	
James Gutierrez		X	
Kathy Williams		X	
Jan Fisher		X	
Joyce Breadon		X	
Elaine Simay-Barton		X	
Karl Heeren		X	
Bev Andersen			X

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Christy Handschuch			X
Dagmar Eriksson			X
Gail Tague			X
Marian Chinn			X
Barbara Winters			X
Janet Obert			X
Jay Jabson			X
Joanne Cordis			X
Joyce Hamblin			X
Pamela Whelchel			X
Sallie Wetherbee			X
Lynn McCoy			X

Classified Association of Central Oregon Community College (CACOCC)
Final Offer
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Appendices Costing:

There is no unique cost driven by these amendments to the Appendices beyond what is already discussed in the costing of Article 11: Compensation.

STATE OF OREGON, EMPLOYMENT RELATIONS BOARD

COST SUMMARY FORM

For ERB Use Only

Case No. ME-098-25

Date Filed 3/2/26

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.
Article 10: Part-Time Employees, 30-39 hr employees get full time insurance benefit	\$63,778	\$86,898	\$88,822	\$90,811	\$75,198	Seven part time employees affected, six of whom take insurance per spring 2025 RFI. Employer has not responded to more recent RFI. Assumes 3.4% annual increase & 1 person annual turnover at employer-reported rate of 17% turnover
Article 11: Direct Compensation & Article 31: Duration & Appendices	\$8,052,000	\$9,467,127	\$10,760,336	\$12,056,957	\$8,128,420	\$6.1M baseline wage spend, 32% wage-dependent rollup factor in FY25 becomes 34% in FY26 and beyond. Steps negotiated in previous contract. Incidental costs too volatile to predict and/or offset by cost savings of high turnover rate combined with limitation of initial salary placement to Step 3 of 20
Article 12: Insurance, switch to tiered rate & employer pay 100%	\$2,052,995	\$1,821,384	\$1,883,311	\$1,947,343	-\$3,128,420	Savings over life of contract assumes same pattern holds for administrative staff and faculty, both groups being similar size / slightly larger. Savings vs. cost if no change made. ~\$1M of savings directly from classified unit, but we understood management to have said they'd need to change all employees, which is their prerogative.
Article 16: Sick Leave	n/a	n/a	n/a	n/a	\$0	No economic impact
Article 17: Bereavement Leave	n/a	n/a	n/a	n/a	\$0	No economic impact
Article 19: Personal Leave, one additional day	n/a	n/a	n/a	n/a	\$0	\$0. Substitutes are not hired by management, so no cost for this change. Draws against sick leave, moreover.
TOTAL (for each column)	\$10,168,773	\$11,375,409	\$12,734,469	\$14,095,111	\$4,332,297	