

**Central Oregon Community College  
Board of Directors: ABS / OSEA Collective Bargaining Agreement**

**Prepared by: Diane Ross, Interim Director of Human Resources**

**A. Background**

The college, the ABS Instructors and the Oregon School Employees Association Chapter 700 have been engaged in collective bargaining negotiating the economic reopener for insurance and salaries for the third fiscal year of the contract effective July 1, 2014 through June 30, 2017. The Economic Reopener-Tentative Agreement dated March 31, 2016 has been tentatively approved by Amy Stinard for ABS/OSEA and Sally Sorenson for the College.

**B. Options/Analysis**

Approve the Economic Reopener-Tentative Agreement for the ABS/OSEA contract.

Decline approval of the Economic Reopener-Tentative Agreement for the ABS/OSEA contract.

**C. Timing**

Approval needed to implement the agreement effective July 1, 2016.

**D. Budget Impact**

In accordance with Article 19 – Salaries: For the 2016-21017 fiscal year, the adjustment to each step of the salary grades and in all four columns of the salary scale will be an increase of 3.0%. Current cost of 9 and 12-month salary schedule is \$454,238.

**E. Proposed Resolution**

Be it resolved that the Central Oregon Community College Board of Directors does approve The Economic Reopener-Tentative Agreement for the ABS/OSEA contract, as presented above, effective July 1, 2016

**ABS/OSEA Joint Negotiations – Economic Reopener**

**Economic Reopener– Tentative Agreement  
March 31, 2016**

ABS-OSEA Proposal:

Article 19 – Salaries:

For the 2016-17 fiscal year, the adjustment to each step of the salary grades and in all 4 columns of the salary scale will be an increase of 3.0%.

Each member who is eligible will also advance to the next step.

Article 21, Section 1 – Insurance:

There is current language in the CBA for 2016-17 for insurance rates and reopener language if faculty receives a richer benefit. If faculty were to receive a richer benefit, it was proposed that the richer benefit also be granted to the ABS-OSEA members.

Management Response:

Management tentatively approves the proposed salary and step increases as described, above.

It is duly noted that those members who are already at Step 18 (top step) will receive the increase as outlined in Article 19.2 and 19.3 (Longevity), as negotiated in the last bargaining session.

Article 25 – Duration and Effective Date

This economic proposal is for one year, through June 30, 2017. The negotiations for a successor contract will begin no later than February, 2017.

It is tentatively agreed that the economic reopener will be effective from July 1, 2016 through June 30, 2017.

Tentatively approved:

Amy Stinard  
Amy Stinard, for ABS-OSEA

4-18-16  
Date

Sally Sorenson, Director of HR  
Sally Sorenson, for the College

03-31-2016  
Date

## 2016-2017 9-month (179 days) salary schedule with a 3.0% base increase

If in the 2015 Legislative Session, the State of Oregon College Support Fund\* funds the 2015-17 biennium at \$520 million to \$559.99 million, each step of the salary grades and in all four columns of the salary scale will be increased by 3.0% and Instructors with satisfactory evaluations will be eligible for a step increase effective that date.

\* Excludes "special" state allocations specifically for items such as "tuition buy-down" or "deferred maintenance."

A		B		C		D	
BA/BS	# of Employees in this pay cell	BA/BS+24 graduate credits	# of Employees in this pay cell	MA/MS any area + 24 graduate credits	# of Employee in this pay cell	MA/MS	# of Employees in this pay cell
(current employees		in primary assignment		in primary assignment		in ABE, Education, Math, English, TESOL	
44063		44900		45736		46574	
44917		45754	1	46590		47427	1
45771		46609		47445		48281	
46625		47462		48300		49135	
47480		48316		49154		49990	
48335		49170		50008		50845	
49189		50026		50861		51699	
50043	1	50880		51715		52553	1
50896		51734		52571		53407	1
51751		52588		53425		54261	
52606		53442		54279		55116	
53460		54296		55133		55970	
54314	1	55151		55988		56824	
55169		56005		56842		57679	
56023		56859		57696		58533	
56877		57714		58550		59387	
57732		58568		59405		60241	
58585	1	59422		60259		61095	1
<b>current cost of schedule:</b>		\$329,997	9 mos.				
		\$124,241	12 mos.				
		<b>\$454,238</b>					

## 2016-2017 12-month (229) salary schedule with a 3.0% base increase

If in the 2015 Legislative Session, the State of Oregon College Support Fund\* funds the 2015-17 biennium at \$520 million to \$559.99 million, each step of the salary grades and in all four columns of the salary scale will be increased by 3.0% and Instructors with satisfactory evaluations will be eligible for a step increase effective that date.

\* Excludes "special" state allocations specifically for items such as "tuition buy-down" or "deferred maintenance."

A		B		C		D	
BA/BS	# of Employees in this pay cell	BA/BS+24 graduate credits	# of Employees in this pay cell	MA/MS any area + 24 graduate credits	# of Employee in this pay cell	MA/MS	# of Employees in this pay cell
(current employees)		in primary assignment		in primary assignment		in ABE, Education, Math, English, TESOL	
58751		59866		60981		62098	
60001		61005		62120		63237	
61028		62145		63260		64375	
62167		63283		64400		65513	
63307		64422		65538		66653	
64446		65560		66677		67793	
65585		66701		67815		68932	
66723		67840		68954		70070	
67862		68978		70095		71209	
69002		70117		71233		72349	
70142		71255		72372		73488	
71280		72395		73510		74627	
72419		73535		74650		75765	
73558		74674		75789		76905	
74697		75812		76929		78044	
75835		76952		78067		79182	
76975		78090		79207		80321	
78114		79229		80345		81461	