

Collective Bargaining Agreement

between

Oregon Coast United Employees Local 6020, AFT, AFL-CIO



AND

Oregon Coast Community College



Classified Contract
2023 to 2028

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PREAMBLE

This Agreement is made and entered into by and between Oregon Coast Community College, hereinafter referred to as the College, and AFT-Oregon Coast United Employees, Local 6020, AFT, AFL-CIO, hereinafter referred to as the Union, for itself and on behalf of the employees in the bargaining unit described herein.

ARTICLE 1 – RECOGNITION

The College recognizes the Union as the sole and exclusive bargaining representative for all part-time and full-time non-faculty employees of the employer, excluding managers, supervisors, confidential employees as defined by ORS 243.650, casual employees as defined in the Memorandum of Understanding attached as Appendix B, and instructors of non-credit, non-transferable community education courses, as determined by the Employment Relations Board on May 6, 2013, Case No. CC- 002-13.

ARTICLE 2 – MANAGEMENT RIGHTS

Subject to the provisions of this Agreement, the College retains the full right and authority to manage and administer the College and its employees. This includes, but is not limited to, establishment and management of properties, resources, and facilities; determination of the administrative organization; determination of financial policies of the College, the appointment, direction, evaluation, discipline, and supervision of employees; the right to determine educational courses and programs, curriculum, and services of the College; and the number and location of job positions required.

Nothing in the Agreement shall limit in any way the College's right to contract or subcontract work, nor shall it require the College to bargain such decisions with the Union, nor shall it require the College to continue in existence any of its present courses or programs in their present form and /or location or on any other such basis. This provision, however, does not limit the Union's right to bargain the impact of such decisions.

ARTICLE 3 – UNION RIGHTS AND RESPONSIBILITIES

3.1 Information

Within ten (10) calendar days of the hiring of a new unit member the College will provide the Union with the employee's name, date of hire, job title, FTE appointment, rate of pay, College contact information (email, office number, phone extension) and personal contact information (address, phone number(s), email). All information shall be held confidential by the Union and used for Union business.

Upon request of the union, and no less than every 120 days, the College will provide the Union with a list of all bargaining unit employees including their name, date of hire, job title, FTE appointment, rate of pay, College contact information (email, office number, phone extension) and personal contact information (address, phone number(s), email).

The Union will annually provide the College with a list of its officers and representatives. A Union point of contact will also be designated for receipt of college communications.

The College will abide by any law regarding Union officer access to new employees. The Union will have the opportunity to meet with new employees within 30 calendar days of hire for a period of at least 30 minutes but not more than 120 minutes and such meetings shall not interfere with the operational needs of the College.

3.2 Communications

The College agrees to allow the Union reasonable use of college internal mail service, and college mailboxes for official union business.

The College will designate two spaces at the Central Campus for bulletin boards, purchased by the Union at the Union's expense and installed by the College.

3.3 Facilities

The Union may use College facilities such as classrooms or meeting rooms for official Union business at no cost provided it abides by any facility usage policies.

3.4 Union Access

Representatives of the Union or any of its affiliates shall have reasonable access to all bargaining unit work areas for the purposes of administering this agreement, provided that such access does not interfere with the normal business of the College.

3.5 Equipment

Union representatives will have the same access to equipment available to the public, such as copiers or computers. The College will issue the Union a copier code for use of publicly available copiers, which the Union may use to make a reasonable number of copies, not to exceed 200 in a calendar year.

3.6 Release time

Union representatives shall be allowed reasonable release time during the employee's regular work hours for representational meetings and other duties required for contract negotiation and administration without loss of compensation, seniority, leave accrual, or any other benefits.

The Union officers or designees shall be allowed up to three days total per fiscal year paid release time to attend Union sponsored meetings, conferences, conventions or trainings. The Union agrees to reimburse the College for the related payroll costs for those days. Release time shall be scheduled with the immediate supervisor with consideration for the operational needs of the College.

ARTICLE 4 – UNION DUES

The College shall deduct monthly Union dues from the paycheck of each bargaining unit member who submits a written authorization for such deduction. The Union shall specify in writing at least ten (10) days prior to the end of the month names of new members, a copy of the dues deduction authorization for each new member, and the dollar and /or the percentage deduction to be applied from the paycheck each month.

The College shall remit to the Union the deductions made pursuant to this article together with the names of the employees for whom the deductions were made and the amounts deducted for each within ten (10) days from the payday on which the deductions were made.

The Union agrees to indemnify and hold the College harmless from any and all claims relating to any deduction made pursuant to this article.

ARTICLE 5 – PROBATIONARY PERIOD

Upon hire, every employee covered by this agreement shall serve a probationary period of ninety (90) days. The College may extend the probationary period up to an additional ninety (90) days for any reason it determines warrants such an extension. Employees and the Union shall be notified upon the completion of the probationary period.

ARTICLE 6 – PERSONNEL RECORDS

An official personnel file shall be maintained by the Office of Human Resources. The file shall contain copies of evaluations, commendations, letters, or other materials deemed appropriate by the College.

Employees may inspect their personnel file during regular office hours after providing at least one workday's notice to the Office of Human Resources. A representative of the Union can review an employee's personnel file after receiving a written, signed authorization from the employee authorizing such review. Employees may receive copies of materials in their personnel files at the unit member's cost, which will be no more than the amount reasonably calculated to cover the actual cost of providing the service.

An employee shall have the right to place a written statement of explanation or rebuttal to any material placed in their file. Disciplinary documents shall be signed or initialed by the employee before placement in the personnel file, indicating the material has been read. In the event that the employee refuses to sign, such will be noted on the document(s) and the document(s) will be placed in the personnel file.

ARTICLE 7 – POSITION VACANCIES

All College employment opportunities are posted on the Employment Opportunities page of the College website and are available within the employee payroll portal.

Applications from college employees will be subject to the same screening process as outside applicants. In the formal recruitment process, preference will be given to a qualified employee of the College when they are a finalist for a position and when all of the finalists present equal qualifications at the conclusion of any interviews.

ARTICLE 8 –WORKDAY, WORK WEEK, WORK YEAR

8.1 Work Week

The Oregon Coast Community College work week is established as 12:00 a.m. Sunday through 11:59 p.m. Saturday.

8.2 Workday

The standard full-time workday at Oregon Coast Community College is eight (8) hours and the regular work week is forty (40) hours. The College retains discretion to set schedules according to the needs of the College, including, without limitation, determining the days on which the College is open or closed.

8.3 Flexible Schedule

A unit member may request an alternate work schedule. The schedule must be requested in writing and approved by the appropriate supervisor. The supervisor shall work collaboratively with the unit member to accommodate the request and provide a written determination including any reasons for denial. Nothing in this paragraph precludes the College from setting schedules according to the need of the College. No grievance may be submitted concerning a determination concerning a requested flexible schedule.

8.4 Breaks and Meal Periods

Employees will receive break and meal periods at or greater than the minimum prescribed schedule under regulations of the Oregon Bureau of Labor and Industries.

8.5 Schedule Changes

When the College determines it is necessary to make a schedule change that affects all unit members for a period of greater than two calendar months, it will strive to provide employees at least forty-five (45) days' notice.

ARTICLE 9 – VACATION AND LEAVES

9.1 Vacation

A. Vacation Accrual and Use:

Vacation hours for benefit-eligible employees will be front loaded in the payroll system, on January 1 of each year of the contract. Part-time employees shall have their vacation accrual prorated according to the percentage of FTE they work. New hires will have their vacation hours prorated based upon their hire date.

Accrual Rates:

During this period:	Hours Per Year	Days Per Year
0-24 months	96 Hours	12
25-60 months	144 Hours	18
61-longer	192 Hours	24

If on their anniversary date, an employee reaches an employment milestone as indicated in the table above, the additional accrued vacation hours will be available in the payroll system in the month following the anniversary date.

Example:

An employee will complete 24 months of employment on their anniversary date of June 20th. On January 1 of that calendar year, they received a front-load of 96 hours of vacation. On July 1 they will receive an additional 24 hours of vacation front-loaded into their leave account. 144 (new accrual rate) – 96 (old accrual rate) = 48 additional annual hours * $6/12$ (July-December) = 24 additional hours

Vacation leave must have supervisor approval and must be scheduled in advance in the payroll system. Vacation leave shall be granted or denied based on the operational requirements of the department. Supervisors shall make reasonable efforts to accommodate vacation requests. Vacation requests made within the payroll system that have been denied will have a written note applied to them in the system.

Front-loaded vacation will be reduced when an employee is in an unpaid status for more than half the working days of the month or if there is a reduction in their FTE appointment.

If an employee leaves employment with the College having used more vacation than they would have earned by the date of their separation, the dollar equivalent of those hours will be deducted from their final paycheck.

B. Vacation Payout:

An account for accruing separation hours (Separation-Classified (SEPC)) will be created for each classified employee. On January 1 of each year, unused vacation hours from the prior calendar year will be moved into this account up to a maximum of 160 hours.

Hours placed in this account will be paid out to the employee upon separation from the College or if there is a reduction in appointment which makes the employee ineligible for benefits. SEPC account hours can be used to supplement front-loaded vacation within a given calendar year, but only after all front-loaded hours have been used.

If at the end of the year, an employee has unused vacation but their SEPC account is full then that employee will lose the unused hours.

If the employee is terminated during the probation period, the employee shall not be eligible to receive any compensation for accrued vacation time.

In the event of an employee's death, all monies due for accumulated hours in the SEPC account shall be paid as part of the final paycheck.

9.2 Sick Leave

Benefit eligible employees shall accrue sick leave at a rate of .04615 per hour worked, up to a maximum accrual of 96 hours per year. Employees not eligible for benefits shall accrue sick leave at the rate of one (1) hour of sick leave for every thirty (30) hours worked as outlined in Oregon Sick Leave Law. Sick leave shall accrue from the first day of employment, however it may be used only upon successful completion of the initial ninety (90) day probationary period.

Sick leave may be taken to prevent loss of income as a result of absences due to illness, injury, medical or dental appointments or when the health of others will be affected due to the employee's condition.

Sick leave may also be taken to prevent loss of income resulting from absence due to an illness, injury, medical or dental appointment of an employee's family member, as defined by Oregon Family Leave Act (OFLA).

9.3 Personal Leave

Benefit-eligible employees who have completed their initial ninety (90) day probationary period shall receive sixteen (16) personal leave hours per fiscal year. If an employee is hired during the last 3 months of the fiscal year, due to the probationary state, they are ineligible for personal leave. Personal leave must be used prior to the end of the fiscal year. Part-time employees will receive personal leave based on a percentage of their FTE appointment.

9.4 Bereavement Leave

Benefit-eligible employees shall be allowed up to 40 hours, based on FTE, of paid leave due to the death of a family member, as defined by OFLA. This paid benefit is available once per calendar year. If additional bereavement leave is needed, available sick leave can be used up to 40 hours.

9.5 Leaves Under Federal and Oregon Law

The College will provide employees eligible for leave under federal and state law leave to which they are legally entitled.

9.6 Education Leave

Educational leave may be granted to an employee at the discretion of the College President for the purpose of educational development. Educational development may include, but is not limited to: obtaining professional certification, licensing, short-term training, or pursuing an educational certificate or degree. This is unpaid leave separate and distinct from Tuition Waiver and Tuition Reimbursement described in Articles 15 and 16.

9.7 Legal Leave

Employees required to appear in court or hearings due to a call to jury duty, a subpoena to appear to testify where the employee is not personally the plaintiff, the defendant or the object of investigation shall be allowed to attend without loss of pay. Any compensation, excluding mileage, received for such duties shall be turned over to the College.

ARTICLE 10 – HOLIDAYS

- A. Oregon Coast Community College recognizes the following holidays:

Independence Day
Labor Day
Veteran's Day
Thanksgiving Day
Day after Thanksgiving
Christmas Eve Day
Christmas Day
New Year's Eve Day
New Year's Day
Martin Luther King
Day President's Day
Memorial Day
Juneteenth

- B. For each year of the contract, the College also recognizes as holidays under this section, the days between Christmas Day and New Year's Eve Day.
- C. Employees shall be paid for those holidays which fall within their normal work year not to exceed eight (8) hours per holiday. If the College is on a four-ten-hour-days schedule during the Juneteenth and Independence Day holidays, full-time employees shall be paid holiday hours not to exceed their regular work schedule, up to ten (10) hours for those holidays.
- D. Benefit-eligible part-time employees shall have their holiday hours front-loaded in the payroll software at the beginning of each fiscal year. These holiday hours shall be pro-rated according to the percentage of appointed FTE. Use of these hours is not to exceed eight (8) hours per holiday during the normal work year and ten (10) hours per holiday for the Juneteenth and Independence Day holidays.

Holiday hours for benefit-eligible part-time employees shall expire at the end of the fiscal year if not used. With supervisor permission, holiday hours may be used on workdays that are not holidays, as long as utilization of the holiday hours does not cause the employee to exceed the number of hours per week they are assigned, based on FTE. Holiday hours used, but not yet earned, shall be deducted from a final check in the event of a separation.

- E. To use holiday hours, employees must be in paid status (either actively at work or on approved paid sick or vacation leave) for more than half the working days of the month in which the holiday occurs.
- F. When holidays occur on a Saturday, the preceding workday is observed as a holiday.

When holidays occur on Sunday, the following workday is observed as a holiday. In years where consecutive holidays fall on Friday and Saturday or Sunday and Monday, the holidays shall be observed on Friday and Monday.

- G. If an employee has agreed to work on a designated holiday, they will be compensated double-time in lieu of holiday pay.
- H. If a holiday occurs during an employee's authorized paid absence, the holiday will be paid and not charged against sick or vacation time. Holidays occurring during leave without pay will be unpaid.

ARTICLE 11 – CLOSURES

11.1 Emergency Closure

Unless the College locations have been declared closed, employees are expected to report to work. If the College is declared closed due to reasons of an unplanned or emergency nature, the employees shall suffer no loss of pay up to forty (40) hours per fiscal year, based upon FTE.

11.2 Inclement Weather

College Closed: In the event of a full or partial-day closure due to inclement weather, the employee shall suffer no loss of pay up to their regularly scheduled hours for the day(s) up to forty (40) hours per fiscal year, based upon FTE.

College Open: If an employee deems that they would not be safe traveling to work, they must notify their supervisor. With supervisor approval, employees may either make up the hours during the work week or substitute vacation or personal leave for the hours of work missed.

ARTICLE 12 – EVALUATIONS

The College shall conduct annual evaluations of all classified employees. Evaluations will be scheduled according to employee anniversary dates and will be done online utilizing the performance module in the payroll system. Evaluations will include a review of the employee's position description, workload, and job performance with a goal of identifying any areas of training or professional development that would be beneficial to the employee. Evaluations shall be collaborative between the employee and their supervisor to best support the employee's success in their position. Professional development plans shall be created with input from the employee. Evaluations shall not be disciplinary in nature.

Employees shall be given a minimum of one (1) working weeks' notice prior to evaluation meetings. Employees shall have the ability to make comments within the performance module regarding agreement or objection to any part of the evaluation and such comments shall be maintained as part of the electronic file. Evaluations are retained within each employee's electronic file within the online payroll system.

New employees will be evaluated at 30, 60 and 90 days of hire.

ARTICLE 13 – DISCIPLINARY AND DISMISSAL PROCEDURES

- A. During the probation period, the employee’s employment is at will and the College may end the employee's employment for any legal reason or no reason at all. An employee may not grieve a dismissal that occurs during the probationary period.
- B. Disciplinary action, after the probationary period, shall only be taken for just cause.
- “Just cause” includes that:
- the employee knew or should have known that the act or acts engaged in were impermissible,
 - the College had evidence that the act or acts occurred,
 - the College provided the employee with an opportunity to provide information concerning the College’s concerns.
 - the College did not act in an arbitrary or capricious manner.
- C. The parties agree that inadequate performance may be grounds for performance management and possible dismissal, and that the College may dismiss an employee for inadequate performance without formal discipline.
- D. Prior to any adverse action, the employee shall be provided written notice outlining the performance concerns and shall be given an appropriate amount of time to correct the outlined deficiencies unless the performance concern is one that such notice and opportunity to improve is not appropriate.
- E. In the event a grievance is pursued to arbitration concerning dismissal based on inadequate performance, the arbitrator will be limited to considering whether the College determined in good faith that performance warranted dismissal.
- F. Discipline actions may include:
- oral and written reprimands or warnings placed in the employee's personnel file
 - demotion
 - suspension
 - dismissal
- G. The College shall notify Union leadership of all written disciplines and non-probationary employee dismissals.

ARTICLE 14 – GRIEVANCE PROCEDURES

The purpose of this procedure is to provide for an orderly and expeditious process to secure, at the lowest possible level, solutions to disputes relating to interpretation of the Agreement.

14.1 Definitions

Grievant is defined as an employee or a group of employees who allege a violation of the terms

of this Agreement. The term grievant also includes the Union with respect to grievances growing out of an alleged violation of its organizational rights under this Agreement, however, no grievance concerning an alleged violation of organizational right is subject to arbitration.

Grievance is defined as an allegation that a specific section of this Agreement has been violated.

A grievance shall not include any matter as to which the College is without authority to act, any matter for which a specific remedy has been prescribed by State and/or Federal Statute, or the dismissal of a probationary employee. A grievance shall not include any claim that the employee did not receive leave that the employee believes they are entitled to under federal or state law.

Days are defined as Monday through Friday, excluding Saturdays, Sundays and College observed holidays. Days shall also mean those College workdays that occur during term breaks.

Occurrence is defined as when the grievant knew or reasonably should have known of the event giving rise to the violation.

14.2 Process

Informal Resolution: Whenever possible, grievances shall be discussed with the immediate supervisor who has the authority to resolve the issue.

STEP ONE: The grievance shall be submitted in writing to the Office of Human Resources within twenty (20) days of the occurrence. The grievance document shall set forth a statement of the grievance and the alleged facts involved, relevant dates, applicable provisions of the agreement violated, and the relief sought. A written decision shall be provided to the grievant and the Union within ten (10) days.

STEP TWO: In the event that the grievance is not resolved at step one, the grievant shall submit the written grievance and supporting documentation to the College President within ten (10) days of receipt of the Office of Human Resources or designee's written response at step one. The President shall provide a written response with ten (10) days.

STEP THREE: If the step two decision is not acceptable to the Union, the Union shall notify the President within ten (10) days that the grievance be submitted to final and binding arbitration.

Time Limits: Failure of the College at any step of the procedure to communicate a decision in writing within the specified time limits shall permit the grievant to proceed to the next step. Failure of the grievant at any step of the procedure to appeal the grievance to the next step within the specified time limit shall deem the grievance resolved. Time limits at any step in the grievance procedure may be extended if mutually agreed to in writing by the parties.

14.3 Arbitration

Within twenty (20) days after a written notice of arbitration the parties shall request that the

Oregon Employment Relations Board furnish a list of seven (7) Oregon and Washington arbitrators and, upon receipt, alternately strike names until one (1) remains, and submit the matter to arbitration. The parties may mutually select an arbitrator without requesting a list of arbitrators.

The designated arbitrator shall set a time and place for a hearing which is agreeable to both parties. The powers of the arbitrator shall be limited to interpreting this Agreement and determining if it has been violated. The decision of the arbitrator shall be binding on all parties.

The arbitration hearing shall be set on a date or time that ensures that the grievant and union's witnesses providing testimony at hearing shall suffer no loss of pay.

The fees and expenses of the arbitrator shall be shared equally by the parties.

ARTICLE 15 – TUITION WAIVERS

Benefit-eligible employees and their dependents (defined by the IRS as spouse, domestic partner and/or qualifying child) may have their tuition waived for 15 credits or up to \$600 of non-credit classes each term for classes offered by the College. Classes not offered directly by the College such as Ed2Go, hosted online classes, and SBDC, shall be made available at the cost, if any, incurred by the College.

For employee requests to take courses during normal work hours, supervisors will make a good faith effort to devise an alternate work schedule, giving consideration to the operating needs of the unit. For such classes, employees must have supervisor approval prior to registering.

If multiple employees from an operational unit request to take courses during the same scheduled work period, supervisors will review all requests and make a decision based upon the needs of the unit.

ARTICLE 16 – TUITION REIMBURSEMENT/ADVANCE

Benefit-eligible employees may apply for tuition reimbursement for courses, seminars or other studies. Reimbursement applies to tuition only; costs incurred in attending classes, fees, mileage, lodging, books supplies, etc. are not reimbursable items. Such courses must relate directly to the employee's area of professional expertise. Reimbursement must be approved in advance by the President and the member's immediate supervisor. Unit members utilizing this benefit must provide the College, in advance, on a term-by-term basis, a plan of courses to be taken and any work time that must be missed to accommodate this schedule. Appropriate receipts must be submitted with the request for reimbursement, or, with sufficient verification, the College may write the check to be payable directly to the scholastic institution(s).

Reimbursement will be limited to the equivalent cost of nine quarter hours per year.

A grade of A, B, C, P, or S must be earned unless the class is non-credit or non-graded.

Verification of the final grade must be submitted upon completion of the class. If a unit member

fails to achieve such a grade or fails to complete a proposed plan of courses, the unit member will reimburse the College for all previously paid tuition.

ARTICLE 17 – TRAVEL REIMBURSEMENT

When employees are required by the College as part of their job, to use their personal vehicles for college business, they shall be reimbursed according to the College Travel Policy which follows the privately-owned-vehicle mileage reimbursement rates as set forth by the General Services Administration (GSA).

The College Travel Policy that is currently in effect is a draft version that can be found in the “APPPS – Administrative Policy, Practices, Procedures” folder on the network shared drive called “Forms.”

College administrative policies that have had final approval can be found under the Administrative Policy link on the OCCC website. [Administrative Policy - Oregon Coast Community College](#)

ARTICLE 18 – PAY DAY

On the 5th of each month, all Classified employees will be paid for the actual hours worked in the previous month. If the 5th falls on a weekend, payday will be the preceding Friday.

The union acknowledges that any deduction from a final check is authorized under ORS 652.610(1)(d) as in effect at the time of effectiveness of this Agreement.

ARTICLE 19 – COMPENSATION

The College will place new hires on the pay schedule that is attached as Appendix A.

Step Increases:

- Retroactive to July 1, 2023, employees will advance one step (2%) on the pay schedule.
- On July 1 of each year, classified employees who worked the majority of the immediately preceding fiscal year shall advance one step on the pay scale.

Structural Adjustments:

- Retroactive to July 1, 2023, a structural adjustment of 4% will be applied to the pay schedule for a 6% total increase for FY 23-24.
- On July 1, 2024, a structural adjustment of 8% will be applied to the pay schedule for a 10% total increase for FY 24-25.
- On July 1 of the years 2025-2027, a structural adjustment of 3% will be applied to the pay schedule for a 5% total increase in each of FY 25-26, FY 26-27 and FY 27-28.

Upon ratification of the contract, active employees will receive retro pay for FY 23-24.

ARTICLE 20 – BENEFITS

Health Insurance Premium Support:

The College is committed to providing for all eligible employees, at their selected coverage level, 100% premium support for medical insurance. The coverage levels are as follows:

- Employee Only
- Employee & Spouse/DP
- Employee & Child(ren)
- Employee, Spouse/DP, Child(ren)

For employees with a .75 – 1.0 FTE appointment who select Employee Only, the College will pay monthly premium support towards medical, dental and vision coverage up to a maximum of \$650. At such a time as the medical premium reaches \$650, the College will then provide 100% premium support for medical insurance only, in keeping with the other coverage levels.

Employees with a .5 - .74 FTE appointment will have a monthly premium paid by the College prorated to the percentage of appointment.

If an employee chooses not to take any of the mandated employer insurance (medical, dental, vision) if permitted by law, \$100 per month shall be deposited into a Section 403(b) or 457(b) account on behalf of the employee.

It is the responsibility of the employee to set up their 403(b) or 457(b) account and provide HR/Payroll with the account information.

Payments to the 403(b) or 457(b) will begin the month following the receipt of the account information and will not be retroactive.

The Benefits Advisory Committee (a representational committee) will meet annually to review and advise upon any changes to the College-offered benefits.

ARTICLE 21 – RECLASSIFICATION

If a unit member believes that their position is not properly classified under the College's salary schedule, the unit member may make a formal written request to their supervisor, on a form prepared by the College, to review the classification. The reclassification form shall be available either on the College website at www.oregoncoast.edu or through the Office of Human Resources.

An employee may not make a formal request for a review more than once every two (2) years. The supervisor will meet with the employee within thirty (30) calendar days of receiving the completed reclassification form to review the request and a determination concerning the

request will be made within sixty (60) calendar days of receipt of the completed reclassification form.

The employer can extend the deadline for a final determination by up to thirty (30) additional days by notifying the employee of the need for additional time prior to the sixty (60) day deadline.

ARTICLE 22 – RETIREMENT

In accordance with established PERS directives, the College provides a retirement plan through the Public Employees Retirement System (PERS). PERS membership is available to employees who are appointed to PERS qualifying positions. OCCC will pay the employer contribution and will, additionally, "pick-up" the employee contribution to the plan for eligible members. Part-time employees appointed to positions which do not meet this requirement may still be eligible if working concurrently for another PERS covered employer.

ARTICLE 23 – NONDISCRIMINATION

The College is committed to providing equal employment opportunity through the practice of non-discrimination with regard to race, color, sex, sexual orientation, religion, age, national origin, marital status, disability or any other status protected by law. The College is committed to providing reasonable accommodation to qualified individuals with disabilities in accordance with applicable law.

ARTICLE 24 – LAYOFF OF STAFF

- A. The College may lay off a unit member because of abolition of position, shortage of funds or work, a material change in duties, or changes in the organization the College determines warrant a layoff. In the event employee reductions become necessary the College will notify the Union and the affected employee(s) at least 14 days in advance of any layoff. A layoff is defined as elimination of a position or positions or a reduction of the overall employment hours from 20 hours or above to less than 20 hours. Duties performed in conjunction with laid-off positions may be reassigned to other employees if those duties are appropriate to the other employees' classifications.
- B. No temporary or permanent separation of a unit member from the College as a penalty or disciplinary action will be considered a layoff.
- C. Laid-off unit members will be eligible for recall to their former position up to 12 months from the date of layoff. The laid-off unit member will be responsible for maintaining with the College a current address, e-mail address, and telephone number where the member can be contacted.
- D. If recall is offered the offer shall be sent by certified mail; any laid-off unit member offered a recalled position must confirm acceptance of their former position within five

business days of receipt of the offer. The unit member must be available to report to work within 15 days or they will forfeit all recall rights. Failure to confirm acceptance will also result in forfeiture of recall rights.

- E. Employees returning from layoff shall have previously accrued sick leave reinstated. Participation and/or eligibility for PERS benefits will be governed by PERS rules and regulations existing at the time of the recall.

ARTICLE 25 – STRIKES/LOCKOUTS

The bargaining unit employees agree that during the term of this Agreement they will not call, encourage, support, or in any way be involved in any form of strike, boycott, slowdown, work stoppage or picketing and the College will not lock out employees.

ARTICLE 26 – SCOPE OF THE AGREEMENT

This Agreement modifies or replaces the College's policies and practices which are in conflict with a provision of the Agreement.

The parties agree that they have had full opportunity to negotiate over mandatory subjects of bargaining and that all agreements reached during bargaining are reflected in this Agreement. After ratification, this Agreement shall not be modified in whole or in part except by the mutual consent of the parties in a written agreement.

ARTICLE 27 – LABOR MANAGEMENT COMMITTEE

The College and Classified Representatives of AFT Local 6020 support a cooperative relationship between the parties, and in order to build that relationship, a Labor-Management Committee shall be established.

The Committee should consist of no more than three representatives designated by the Union and three representatives designated by the College.

The Committee's purpose shall be to provide a forum for a frank exchange of information, views, and ideas to address issues of mutual concern by the parties to this agreement. However, meetings shall not be used for negotiations or to discuss pending grievances. Meetings shall be held every month unless mutually agreed otherwise. Committee discussion shall not be publicized except for mutually agreed-upon recommendations.

ARTICLE 28 – SEPARABILITY

If any provision(s) of this Agreement are declared invalid by any court or State administrative law body with jurisdiction to make such a declaration, the provision(s) shall no longer be operative or binding on the parties, but the remainder of the Agreement shall be of full force and effect.

ARTICLE 29 – DURATION

Unless otherwise noted, this Agreement shall take effect on the first day of the month following ratification by both parties and shall remain in full force and effect until June 30, 2028.

Oregon Coast United Employees,
Local 6020, AFT, AFL-CIO

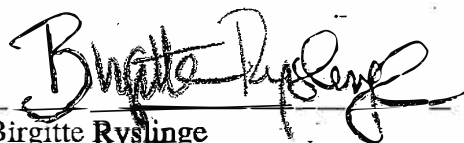


Shannon McKibben
Vice President of Classified Bargaining
OCUE Local 6020

08/07/2024

Date

Oregon Coast Community College



Dr. Birgitte Ryslinge
President
Oregon Coast Community College

8/7/2024

Date

OREGON COAST COMMUNITY COLLEGE
Memorandum of Understanding
Casual Employees

Oregon Coast Community College does not desire nor intend to use the Classified employee class to supplant current or new Classified positions. It is our goal that when Classified-type workload requirements are regular (predictable throughout a year) and continuing (expected for the years to come), the College will create and staff new, regular Classified positions contingent on resource availability.

Recognizing that there will be on-going circumstances in which the "regular and continuing" standard is either not met or not yet met, the College seeks to establish the category of "Casual Employees."

A casual employee is an employee with an assignment that does not exceed 599 hours per year, and whose assignment automatically ends on June 30th of each fiscal year.

In addition, casual employees:

- Are not included in the AFT-Oregon Coast United Employees, Local 6020, AFT, AFL-CIO bargaining unit;
- The total FTE of casual assignments at any given time will not exceed 20% of the total FTE of the Classified Support Staff group.
- Do not receive benefits except for the minimums set forth by Federal and State law; and
- Are not the same as "temporary" employees (defined as represented, fixed-duration employees, for example those hired through a grant).

Examples where the College would use Casual employees at a Classified level (categories are not mutually exclusive):

1. Student employees
2. A short-term (less than 6 months) vacancy in a regular, represented position. Examples:
 - o Position is vacated due to retirement or resignation, and the program or area workload requires that the work continue to be performed while the search process for a new permanent hire moves forward.
 - o Regular employee in a position is on leave and will return.
3. When a new staffing structure is in development, pending a new permanent structure, which could include new Classified positions if a final determination to implement the structure is made.

4. For work that is by nature, filled by transitory employees, where there is high turnover both because the work requires very recent exposure, and also because the people typically seeking the work are in transition. Examples would be tutoring or aquarists where the work is most frequently done by students or recent graduates.
5. For Seasonal/Intermittent/Project needs where there is work to be done on occasion and not necessarily according to a regular, ongoing, defined schedule. Examples would be:
 - o Seasonal landscaping or one-time facilities support
 - o Intermittent technical work related to program equipment (such as in Aquarium Science or Nursing).
 - o One-time, clerical project work such as scanning document batches.
6. Intermittent work that relies on a pool of specialists, for example musical accompanists or lab equipment repair or maintenance.

The College will provide to the Union the name, date of hire, position title, associated FTE, pay rate and duration of the assignment for any casual hires at the Classified level.

OREGON COAST COMMUNITY COLLEGE
Classified Unit - Exempt and Non-Exempt
 Effective July 1, 2023 through June 30, 2024

Step =	2%
Structural =	4%

ANNUAL PAY SCHEDULE
 (estimated base, rounding applies)

Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
C			29,015	29,596	30,188	30,791	31,407	32,035	32,676	33,330	33,996	34,676	35,370	36,077	36,799	37,535	38,285	39,051	39,832	40,629	41,441	42,270	43,115
D			31,192	31,815	32,452	33,101	33,763	34,438	35,127	35,829	36,546	37,277	38,022	38,783	39,558	40,350	41,157	41,980	42,819	43,676	44,549	45,440	46,349
E			33,531	34,202	34,886	35,583	36,295	37,021	37,761	38,517	39,287	40,073	40,874	41,692	42,525	43,376	44,243	45,128	46,031	46,951	47,890	48,848	49,825
F			36,046	36,767	37,502	38,252	39,017	39,797	40,593	41,405	42,233	43,078	43,940	44,818	45,715	46,629	47,562	48,513	49,483	50,473	51,482	52,512	53,562
G			38,749	39,524	40,315	41,121	41,943	42,782	43,638	44,511	45,401	46,309	47,235	48,180	49,143	50,126	51,129	52,151	53,194	54,258	55,343	56,450	57,579
H			41,655	42,489	43,338	44,205	45,089	45,991	46,911	47,849	48,806	49,782	50,778	51,793	52,829	53,886	54,963	56,063	57,184	58,328	59,494	60,684	61,898
I			44,780	45,675	46,589	47,520	48,471	49,440	50,429	51,438	52,466	53,516	54,586	55,678	56,791	57,927	59,086	60,267	61,473	62,702	63,956	65,235	66,540
J	46,270	47,200	48,138	49,101	50,083	51,084	52,106	53,148	54,211	55,295	56,401	57,529	58,680	59,854	61,051	62,272	63,517	64,787	66,083	67,405	68,753	70,128	71,531

MONTHLY PAY SCHEDULE
 (hourly employees - for allocation purposes only, based on 173.33 hours - rounding applies)

Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
C			2,418	2,466	2,516	2,566	2,617	2,670	2,723	2,777	2,833	2,890	2,947	3,006	3,067	3,128	3,190	3,254	3,319	3,386	3,453	3,523	3,593
D			2,599	2,651	2,704	2,758	2,814	2,870	2,927	2,986	3,045	3,106	3,169	3,232	3,297	3,362	3,430	3,498	3,568	3,640	3,712	3,787	3,862
E			2,794	2,850	2,907	2,965	3,025	3,085	3,147	3,210	3,274	3,339	3,406	3,474	3,544	3,615	3,687	3,761	3,836	3,913	3,991	4,071	4,152
F			3,004	3,064	3,125	3,188	3,251	3,316	3,383	3,450	3,519	3,590	3,662	3,735	3,810	3,886	3,963	4,043	4,124	4,206	4,290	4,376	4,464
G			3,229	3,294	3,360	3,427	3,495	3,565	3,636	3,709	3,783	3,859	3,936	4,015	4,095	4,177	4,261	4,346	4,433	4,522	4,612	4,704	4,798
H			3,471	3,541	3,612	3,684	3,757	3,833	3,909	3,987	4,067	4,149	4,231	4,316	4,402	4,490	4,580	4,672	4,765	4,861	4,958	5,057	5,158
I			3,732	3,806	3,882	3,960	4,039	4,120	4,202	4,286	4,372	4,460	4,549	4,640	4,733	4,827	4,924	5,022	5,123	5,225	5,330	5,436	5,545
J	3,856	3,933	4,012	4,092	4,174	4,257	4,342	4,429	4,518	4,608	4,700	4,794	4,890	4,988	5,088	5,189	5,293	5,399	5,507	5,617	5,729	5,844	5,961

HOURLY PAY SCHEDULE
 (exempt employees - for allocation purposes only - rounding applies)

Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
C			13.95	14.23	14.51	14.80	15.10	15.40	15.71	16.02	16.34	16.67	17.00	17.35	17.69	18.05	18.41	18.77	19.15	19.53	19.92	20.32	20.73
D			15.00	15.30	15.60	15.91	16.23	16.56	16.89	17.23	17.57	17.92	18.28	18.65	19.02	19.40	19.79	20.18	20.59	21.00	21.42	21.85	22.28
E			16.12	16.44	16.77	17.11	17.45	17.80	18.15	18.52	18.89	19.27	19.65	20.04	20.45	20.85	21.27	21.70	22.13	22.57	23.02	23.49	23.95
F			17.33	17.68	18.03	18.39	18.76	19.13	19.52	19.91	20.30	20.71	21.13	21.55	21.98	22.42	22.87	23.32	23.79	24.27	24.75	25.25	25.75
G			18.63	19.00	19.38	19.77	20.17	20.57	20.98	21.40	21.83	22.26	22.71	23.16	23.63	24.10	24.58	25.07	25.57	26.09	26.61	27.14	27.68
H			20.03	20.43	20.84	21.25	21.68	22.11	22.55	23.00	23.46	23.93	24.41	24.90	25.40	25.91	26.43	26.95	27.49	28.04	28.60	29.18	29.76
I			21.53	21.96	22.40	22.85	23.30	23.77	24.25	24.73	25.22	25.73	26.24	26.77	27.30	27.85	28.41	28.98	29.55	30.15	30.75	31.36	31.99
J	22.25	22.69	23.14	23.61	24.08	24.56	25.05	25.55	26.06	26.58	27.12	27.66	28.21	28.78	29.35	29.94	30.54	31.15	31.77	32.41	33.05	33.72	34.39

OREGON COAST COMMUNITY COLLEGE
Classified Unit - Exempt and Non-Exempt
Effective July 1, 2024 through June 30, 2025

Step =	2%
Structural =	8%

ANNUAL PAY SCHEDULE
(estimated base - rounding applies)

Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
C			31,345	31,972	32,611	33,264	33,929	34,607	35,300	36,006	36,726	37,460	38,209	38,974	39,753	40,548	41,359	42,186	43,030	43,891	44,768	45,664	46,577
D			33,696	34,370	35,057	35,758	36,473	37,203	37,947	38,706	39,480	40,270	41,075	41,897	42,735	43,589	44,461	45,350	46,257	47,182	48,126	49,089	50,070
E			36,223	36,948	37,686	38,440	39,209	39,993	40,793	41,609	42,441	43,290	44,156	45,039	45,940	46,858	47,796	48,751	49,727	50,721	51,735	52,770	53,826
F			38,940	39,719	40,513	41,323	42,150	42,993	43,853	44,730	45,624	46,537	47,467	48,417	49,385	50,373	51,380	52,408	53,456	54,525	55,616	56,728	57,862
G			41,860	42,697	43,551	44,422	45,311	46,217	47,141	48,084	49,046	50,027	51,027	52,048	53,089	54,151	55,234	56,338	57,465	58,614	59,787	60,983	62,202
H			45,000	45,900	46,818	47,754	48,709	49,683	50,677	51,691	52,724	53,779	54,855	55,952	57,071	58,212	59,376	60,564	61,775	63,011	64,271	65,556	66,867
I			48,375	49,342	50,329	51,336	52,362	53,410	54,478	55,567	56,679	57,812	58,969	60,148	61,351	62,578	63,829	65,106	66,408	67,736	69,091	70,473	71,882
J	49,981	50,981	52,003	53,043	54,104	55,186	56,290	57,415	58,564	59,735	60,930	62,148	63,391	64,659	65,952	67,271	68,617	69,989	71,389	72,817	74,273	75,758	77,274

MONTHLY PAY SCHEDULE
(hourly employees - for allocation purposes only, based on 173.33 hours - rounding applies)

Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
C			2,612	2,664	2,718	2,772	2,827	2,884	2,942	3,000	3,060	3,122	3,184	3,248	3,313	3,379	3,447	3,516	3,586	3,658	3,731	3,805	3,881
D			2,808	2,864	2,921	2,980	3,039	3,100	3,162	3,225	3,290	3,356	3,423	3,491	3,561	3,632	3,705	3,779	3,855	3,932	4,011	4,091	4,173
E			3,019	3,079	3,141	3,203	3,267	3,333	3,399	3,467	3,537	3,607	3,680	3,753	3,828	3,905	3,983	4,063	4,144	4,227	4,311	4,398	4,485
F			3,245	3,310	3,376	3,444	3,512	3,583	3,654	3,727	3,802	3,878	3,956	4,035	4,115	4,198	4,282	4,367	4,455	4,544	4,635	4,727	4,822
G			3,488	3,558	3,629	3,702	3,776	3,851	3,928	4,007	4,087	4,169	4,252	4,337	4,424	4,513	4,603	4,695	4,789	4,885	4,982	5,082	5,184
H			3,750	3,825	3,901	3,980	4,059	4,140	4,223	4,308	4,394	4,482	4,571	4,663	4,756	4,851	4,948	5,047	5,148	5,251	5,356	5,463	5,572
I			4,031	4,112	4,194	4,278	4,364	4,451	4,540	4,631	4,723	4,818	4,914	5,012	5,113	5,215	5,319	5,426	5,534	5,645	5,758	5,873	5,990
J	4,165	4,248	4,334	4,420	4,509	4,599	4,691	4,785	4,880	4,978	5,077	5,179	5,283	5,388	5,496	5,606	5,718	5,832	5,949	6,068	6,189	6,313	6,439

HOURLY PAY SCHEDULE
(exempt employees - for allocation purposes only - rounding applies)

Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
C			15.07	15.37	15.68	15.99	16.31	16.64	16.97	17.31	17.66	18.01	18.37	18.74	19.11	19.49	19.88	20.28	20.69	21.10	21.52	21.95	22.39
D			16.20	16.52	16.85	17.19	17.54	17.89	18.24	18.61	18.98	19.36	19.75	20.14	20.55	20.96	21.38	21.80	22.24	22.68	23.14	23.60	24.07
E			17.42	17.76	18.12	18.48	18.85	19.23	19.61	20.00	20.40	20.81	21.23	21.65	22.09	22.53	22.98	23.44	23.91	24.39	24.87	25.37	25.88
F			18.72	19.10	19.48	19.87	20.26	20.67	21.08	21.51	21.94	22.37	22.82	23.28	23.74	24.22	24.70	25.20	25.70	26.21	26.74	27.27	27.82
G			20.13	20.53	20.94	21.36	21.78	22.22	22.66	23.12	23.58	24.05	24.53	25.02	25.52	26.03	26.56	27.09	27.63	28.18	28.74	29.32	29.91
H			21.63	22.07	22.51	22.96	23.42	23.89	24.36	24.85	25.35	25.86	26.37	26.90	27.44	27.99	28.55	29.12	29.70	30.29	30.90	31.52	32.15
I			23.26	23.72	24.20	24.68	25.17	25.68	26.19	26.72	27.25	27.79	28.35	28.92	29.50	30.09	30.69	31.30	31.93	32.57	33.22	33.88	34.56
J	24.03	24.51	25.00	25.50	26.01	26.53	27.06	27.60	28.16	28.72	29.29	29.88	30.48	31.09	31.71	32.34	32.99	33.65	34.32	35.01	35.71	36.42	37.15

OREGON COAST COMMUNITY COLLEGE
Classified Unit - Exempt and Non-Exempt
Effective July 1, 2025 through June 30, 2026

Step =	2%
Structural =	3%

ANNUAL PAY SCHEDULE
(estimated base - rounding applies)

Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
C			32,281	32,927	33,585	34,257	34,942	35,641	36,354	37,081	37,822	38,579	39,350	40,137	40,940	41,759	42,594	43,446	44,315	45,201	46,105	47,027	47,968
D			34,702	35,396	36,104	36,826	37,563	38,314	39,080	39,862	40,659	41,472	42,302	43,148	44,011	44,891	45,789	46,704	47,638	48,591	49,563	50,554	51,565
E			37,305	38,051	38,812	39,588	40,380	41,187	42,011	42,851	43,708	44,583	45,474	46,384	47,311	48,258	49,223	50,207	51,211	52,236	53,280	54,346	55,433
F			40,103	40,905	41,723	42,557	43,408	44,276	45,162	46,065	46,987	47,926	48,885	49,862	50,860	51,877	52,914	53,973	55,052	56,153	57,276	58,422	59,590
G			43,110	43,972	44,852	45,749	46,664	47,597	48,549	49,520	50,511	51,521	52,551	53,602	54,674	55,768	56,883	58,021	59,181	60,365	61,572	62,803	64,060
H			46,344	47,270	48,216	49,180	50,164	51,167	52,190	53,234	54,299	55,385	56,492	57,622	58,775	59,950	61,149	62,372	63,620	64,892	66,190	67,514	68,864
I			49,819	50,816	51,832	52,869	53,926	55,005	56,105	57,227	58,371	59,539	60,729	61,944	63,183	64,447	65,735	67,050	68,391	69,759	71,154	72,577	74,029
J	51,481	52,510	53,556	54,627	55,719	56,834	57,970	59,130	60,312	61,519	62,749	64,004	65,284	66,590	67,922	69,280	70,666	72,079	73,521	74,991	76,491	78,021	79,581

MONTHLY PAY SCHEDULE
(hourly employees - for allocation purposes only, based on 173.33 hours - rounding applies)

Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
C			2,690	2,744	2,799	2,855	2,912	2,970	3,029	3,090	3,152	3,215	3,279	3,345	3,412	3,480	3,550	3,620	3,693	3,767	3,842	3,919	3,997
D			2,892	2,950	3,009	3,069	3,130	3,193	3,257	3,322	3,388	3,456	3,525	3,596	3,668	3,741	3,816	3,892	3,970	4,049	4,130	4,213	4,297
E			3,109	3,171	3,234	3,299	3,365	3,432	3,501	3,571	3,642	3,715	3,790	3,865	3,943	4,021	4,102	4,184	4,268	4,353	4,440	4,529	4,619
F			3,342	3,409	3,477	3,546	3,617	3,690	3,763	3,839	3,916	3,994	4,074	4,155	4,238	4,323	4,410	4,498	4,588	4,679	4,773	4,868	4,966
G			3,593	3,664	3,738	3,812	3,889	3,966	4,046	4,127	4,209	4,293	4,379	4,467	4,556	4,647	4,740	4,835	4,932	5,030	5,131	5,234	5,338
H			3,862	3,939	4,018	4,098	4,180	4,264	4,349	4,436	4,525	4,615	4,708	4,802	4,898	4,996	5,096	5,198	5,302	5,408	5,516	5,626	5,739
I			4,152	4,235	4,319	4,406	4,494	4,584	4,675	4,769	4,864	4,962	5,061	5,162	5,265	5,371	5,478	5,588	5,699	5,813	5,930	6,048	6,169
J	4,290	4,376	4,463	4,552	4,643	4,736	4,831	4,927	5,026	5,127	5,229	5,334	5,440	5,549	5,660	5,773	5,889	6,007	6,127	6,249	6,374	6,502	6,632

HOURLY PAY SCHEDULE
(exempt employees - for allocation purposes only - rounding applies)

Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
C			15.52	15.83	16.15	16.47	16.80	17.14	17.48	17.83	18.18	18.55	18.92	19.30	19.68	20.08	20.48	20.89	21.31	21.73	22.17	22.61	23.06
D			16.68	17.02	17.36	17.71	18.06	18.42	18.79	19.16	19.55	19.94	20.34	20.74	21.16	21.58	22.01	22.45	22.90	23.36	23.83	24.31	24.79
E			17.94	18.29	18.66	19.03	19.41	19.80	20.20	20.60	21.01	21.43	21.86	22.30	22.75	23.20	23.67	24.14	24.62	25.11	25.62	26.13	26.65
F			19.28	19.67	20.06	20.46	20.87	21.29	21.71	22.15	22.59	23.04	23.50	23.97	24.45	24.94	25.44	25.95	26.47	27.00	27.54	28.09	28.65
G			20.73	21.14	21.56	22.00	22.44	22.88	23.34	23.81	24.28	24.77	25.27	25.77	26.29	26.81	27.35	27.90	28.45	29.02	29.60	30.19	30.80
H			22.28	22.73	23.18	23.64	24.12	24.60	25.09	25.59	26.11	26.63	27.16	27.70	28.26	28.82	29.40	29.99	30.59	31.20	31.82	32.46	33.11
I			23.95	24.43	24.92	25.42	25.93	26.44	26.97	27.51	28.06	28.62	29.20	29.78	30.38	30.98	31.60	32.24	32.88	33.54	34.21	34.89	35.59
J	24.75	25.25	25.75	26.26	26.79	27.32	27.87	28.43	29.00	29.58	30.17	30.77	31.39	32.01	32.66	33.31	33.97	34.65	35.35	36.05	36.78	37.51	38.26

OREGON COAST COMMUNITY COLLEGE
Classified Unit - Exempt and Non-Exempt
Effective July 1, 2026 through June 30, 2027

Step =	2%
Structural =	3%

ANNUAL PAY SCHEDULE
(estimated base - rounding applies)

Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
C			33,259	33,924	34,602	35,294	36,000	36,720	37,455	38,204	38,968	39,747	40,542	41,353	42,180	43,023	43,884	44,762	45,657	46,570	47,501	48,451	49,420
D			35,753	36,468	37,197	37,941	38,700	39,474	40,264	41,069	41,890	42,728	43,583	44,454	45,343	46,250	47,175	48,119	49,081	50,063	51,064	52,085	53,127
E			38,434	39,203	39,987	40,787	41,603	42,435	43,283	44,149	45,032	45,933	46,851	47,788	48,744	49,719	50,713	51,728	52,762	53,817	54,894	55,992	57,112
F			41,317	42,143	42,986	43,846	44,723	45,617	46,530	47,460	48,409	49,378	50,365	51,373	52,400	53,448	54,517	55,607	56,719	57,854	59,011	60,191	61,395
G			44,416	45,304	46,210	47,134	48,077	49,039	50,019	51,020	52,040	53,081	54,143	55,225	56,330	57,457	58,606	59,778	60,973	62,193	63,437	64,705	66,000
H			47,747	48,702	49,676	50,669	51,683	52,717	53,771	54,846	55,943	57,062	58,203	59,367	60,555	61,766	63,001	64,261	65,546	66,857	68,194	69,558	70,949
I			51,328	52,355	53,402	54,470	55,559	56,670	57,804	58,960	60,139	61,342	62,569	63,820	65,096	66,398	67,726	69,081	70,462	71,872	73,309	74,775	76,271
J	53,023	54,084	55,178	56,281	57,407	58,555	59,726	60,921	62,139	63,382	64,649	65,942	67,261	68,606	69,979	71,378	72,806	74,262	75,747	77,262	78,807	80,383	81,991

MONTHLY PAY SCHEDULE
(hourly employees - for allocation purposes only, based on 173.33 hours - rounding applies)

Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
C			2,772	2,827	2,884	2,941	3,000	3,060	3,121	3,184	3,247	3,312	3,378	3,446	3,515	3,585	3,657	3,730	3,805	3,881	3,958	4,038	4,118
D			2,979	3,039	3,100	3,162	3,225	3,290	3,355	3,422	3,491	3,561	3,632	3,705	3,779	3,854	3,931	4,010	4,090	4,172	4,255	4,340	4,427
E			3,203	3,267	3,332	3,399	3,467	3,536	3,607	3,679	3,753	3,828	3,904	3,982	4,062	4,143	4,226	4,311	4,397	4,485	4,574	4,666	4,759
F			3,443	3,512	3,582	3,654	3,727	3,801	3,877	3,955	4,034	4,115	4,197	4,281	4,367	4,454	4,543	4,634	4,727	4,821	4,918	5,016	5,116
G			3,701	3,775	3,851	3,928	4,006	4,087	4,168	4,252	4,337	4,423	4,512	4,602	4,694	4,788	4,884	4,981	5,081	5,183	5,286	5,392	5,500
H			3,979	4,058	4,140	4,222	4,307	4,393	4,481	4,571	4,662	4,755	4,850	4,947	5,046	5,147	5,250	5,355	5,462	5,571	5,683	5,797	5,912
I			4,277	4,363	4,450	4,539	4,630	4,723	4,817	4,913	5,012	5,112	5,214	5,318	5,425	5,533	5,644	5,757	5,872	5,989	6,109	6,231	6,356
J	4,419	4,507	4,598	4,690	4,784	4,880	4,977	5,077	5,178	5,282	5,387	5,495	5,605	5,717	5,832	5,948	6,067	6,188	6,312	6,438	6,567	6,699	6,833

HOURLY PAY SCHEDULE
(exempt employees - for allocation purposes only - rounding applies)

Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
C			15.99	16.31	16.64	16.97	17.31	17.65	18.01	18.37	18.73	19.11	19.49	19.88	20.28	20.68	21.10	21.52	21.95	22.39	22.84	23.29	23.76
D			17.19	17.53	17.88	18.24	18.61	18.98	19.36	19.75	20.14	20.54	20.95	21.37	21.80	22.24	22.68	23.13	23.60	24.07	24.55	25.04	25.54
E			18.48	18.85	19.22	19.61	20.00	20.40	20.81	21.23	21.65	22.08	22.53	22.98	23.44	23.90	24.38	24.87	25.37	25.87	26.39	26.92	27.46
F			19.86	20.26	20.67	21.08	21.50	21.93	22.37	22.82	23.27	23.74	24.21	24.70	25.19	25.70	26.21	26.73	27.27	27.81	28.37	28.94	29.52
G			21.35	21.78	22.22	22.66	23.11	23.58	24.05	24.53	25.02	25.52	26.03	26.55	27.08	27.62	28.18	28.74	29.31	29.90	30.50	31.11	31.73
H			22.96	23.41	23.88	24.36	24.85	25.34	25.85	26.37	26.90	27.43	27.98	28.54	29.11	29.70	30.29	30.90	31.51	32.14	32.79	33.44	34.11
I			24.68	25.17	25.67	26.19	26.71	27.25	27.79	28.35	28.91	29.49	30.08	30.68	31.30	31.92	32.56	33.21	33.88	34.55	35.25	35.95	36.67
J	25.49	26.00	26.53	27.06	27.60	28.15	28.71	29.29	29.88	30.47	31.08	31.70	32.34	32.98	33.64	34.32	35.00	35.70	36.42	37.15	37.89	38.65	39.42

OREGON COAST COMMUNITY COLLEGE
Classified Unit - Exempt and Non-Exempt
Effective July 1, 2027 through June 30, 2028

Step =	2%
Structural =	3%

ANNUAL PAY SCHEDULE
(estimated base - rounding applies)

Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
C			34,257	34,942	35,641	36,354	37,081	37,822	38,579	39,350	40,137	40,940	41,759	42,594	43,446	44,315	45,201	46,105	47,027	47,968	48,927	49,906	50,904
D			36,826	37,563	38,314	39,080	39,862	40,659	41,472	42,302	43,148	44,011	44,891	45,789	46,705	47,639	48,591	49,563	50,554	51,566	52,597	53,649	54,722
E			39,588	40,380	41,188	42,011	42,852	43,709	44,583	45,474	46,384	47,312	48,258	49,223	50,207	51,212	52,236	53,280	54,346	55,433	56,542	57,672	58,826
F			42,557	43,408	44,277	45,162	46,065	46,987	47,926	48,885	49,863	50,860	51,877	52,915	53,973	55,052	56,153	57,277	58,422	59,590	60,782	61,998	63,238
G			45,749	46,664	47,597	48,549	49,520	50,511	51,521	52,551	53,602	54,674	55,768	56,883	58,021	59,181	60,365	61,572	62,804	64,060	65,341	66,648	67,981
H			49,180	50,164	51,167	52,190	53,234	54,299	55,385	56,493	57,623	58,775	59,950	61,149	62,372	63,620	64,892	66,190	67,514	68,864	70,242	71,646	73,079
I			52,869	53,926	55,005	56,105	57,227	58,371	59,539	60,730	61,944	63,183	64,447	65,736	67,050	68,391	69,759	71,154	72,578	74,029	75,510	77,020	78,560
J	54,609	55,701	56,834	57,971	59,130	60,313	61,519	62,749	64,004	65,284	66,590	67,922	69,280	70,666	72,079	73,521	74,991	76,491	78,021	79,581	81,173	82,796	84,452

MONTHLY PAY SCHEDULE
(hourly employees - for allocation purposes only, based on 173.33 hours - rounding applies)

Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
C			2,855	2,912	2,970	3,029	3,090	3,152	3,215	3,279	3,345	3,412	3,480	3,550	3,621	3,693	3,767	3,842	3,919	3,997	4,077	4,159	4,242
D			3,069	3,130	3,193	3,257	3,322	3,388	3,456	3,525	3,596	3,668	3,741	3,816	3,892	3,970	4,049	4,130	4,213	4,297	4,383	4,471	4,560
E			3,299	3,365	3,432	3,501	3,571	3,642	3,715	3,790	3,865	3,943	4,021	4,102	4,184	4,268	4,353	4,440	4,529	4,619	4,712	4,806	4,902
F			3,546	3,617	3,690	3,764	3,839	3,916	3,994	4,074	4,155	4,238	4,323	4,410	4,498	4,588	4,679	4,773	4,869	4,966	5,065	5,166	5,270
G			3,812	3,889	3,966	4,046	4,127	4,209	4,293	4,379	4,467	4,556	4,647	4,740	4,835	4,932	5,030	5,131	5,234	5,338	5,445	5,554	5,665
H			4,098	4,180	4,264	4,349	4,436	4,525	4,615	4,708	4,802	4,898	4,996	5,096	5,198	5,302	5,408	5,516	5,626	5,739	5,853	5,971	6,090
I			4,406	4,494	4,584	4,675	4,769	4,864	4,962	5,061	5,162	5,265	5,371	5,478	5,588	5,699	5,813	5,930	6,048	6,169	6,292	6,418	6,547
J	4,551	4,642	4,736	4,831	4,928	5,026	5,127	5,229	5,334	5,440	5,549	5,660	5,773	5,889	6,007	6,127	6,249	6,374	6,502	6,632	6,764	6,900	7,038

HOURLY PAY SCHEDULE
(exempt employees - for allocation purposes only - rounding applies)

Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
C			16.47	16.80	17.14	17.48	17.83	18.18	18.55	18.92	19.30	19.68	20.08	20.48	20.89	21.31	21.73	22.17	22.61	23.06	23.52	23.99	24.47
D			17.71	18.06	18.42	18.79	19.16	19.55	19.94	20.34	20.74	21.16	21.58	22.01	22.45	22.90	23.36	23.83	24.31	24.79	25.29	25.79	26.31
E			19.03	19.41	19.80	20.20	20.60	21.01	21.43	21.86	22.30	22.75	23.20	23.67	24.14	24.62	25.11	25.62	26.13	26.65	27.18	27.73	28.28
F			20.46	20.87	21.29	21.71	22.15	22.59	23.04	23.50	23.97	24.45	24.94	25.44	25.95	26.47	27.00	27.54	28.09	28.65	29.22	29.81	30.40
G			22.00	22.44	22.88	23.34	23.81	24.28	24.77	25.27	25.77	26.29	26.81	27.35	27.90	28.45	29.02	29.60	30.19	30.80	31.41	32.04	32.68
H			23.64	24.12	24.60	25.09	25.59	26.11	26.63	27.16	27.70	28.26	28.82	29.40	29.99	30.59	31.20	31.82	32.46	33.11	33.77	34.45	35.13
I			25.42	25.93	26.45	26.97	27.51	28.06	28.62	29.20	29.78	30.38	30.98	31.60	32.24	32.88	33.54	34.21	34.89	35.59	36.30	37.03	37.77
J	26.25	26.78	27.32	27.87	28.43	29.00	29.58	30.17	30.77	31.39	32.02	32.66	33.31	33.97	34.65	35.35	36.05	36.78	37.51	38.26	39.03	39.81	40.60