

Memorandum of Agreement

Between Umpqua Community College (College)
and
Umpqua Community College Part-Time Faculty Association (Association)

Exception to Collective Bargaining Agreement (CBA) Article 7.A. Salary, Part-Time Nursing Instructors

In the contract between the College and the Association, Article 7.A. Salary, does not include an exception for part-time nursing instructors.

An increase 1% in the Part-time Nursing Hourly schedule shall be effective the first day of Fall Term 2018. It shall be binding on the college and the association and shall remain in full force and effect until the last of Summer Term 2019. The payment for Fall Term 2018 will be distributed after the Part-time Faculty Association and the President of the College sign this Memorandum of Agreement. (CBA executed Nov. 9, 2016)

- THE AGREEMENT

As an acknowledgement to external competition and the difficulty recruiting and retaining qualified part-time nursing instructors, the part-time nursing instructor salary schedule is as follows:

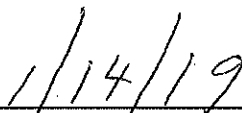
Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
PER ILC	539.34	560.91	583.35	606.68	630.95	656.19	682.44	709.74
Clinical Instruction Hourly Rate	37.80	39.32	40.89	42.52	44.23	45.99	47.83	49.75

The above clinical instructional hourly rate has been calculated by the following formula: ILC per credit rate divided by 12, then the result is multiplied by 84.1% (0.841)

Additionally, all part-time nursing Clinical Instructors will be paid at the rate reflected above for clinical hours as contracted by the Nursing Department.




Jeri Frank
Part-time Faculty Association President



Date



Dr. Debra H. Thatcher, President
Umpqua Community College



Date