MT. HOOD COMMUNITY COLLEGE

MT. HOOD COMMUNITY COLLEGE DISTRICT BOARD OF EDUCATION

A meeting of the Mt. Hood Community College District Board of Education will be held on October 30, 2019, with an Executive Session at 6:00 pm in the President's Office, and a Special Session at 6:15 pm in the Board Room at Mt. Hood Community College, 26000 S.E. Stark St., Gresham, OR 97030.

AGENDA
SESSION #992

6:00 pm

1.0	**CONVENE EXECUTIVE SESSION IN ACCORDANCE WITH:** 192.660(2)(D): To conduct deliberations with persons designated By the governing body to carry on labor negotiations.	Diane McKeel Travis Brown

6:15 pm

2.0	**CALL TO ORDER/PLEDGE OF ALLEGIANCE/ DECLARATION OF A QUORUM**		
	2.1 Approval of Agenda		Diane McKeel
3.0	**PUBLIC INPUT** *Persons wishing to testify must sign up and limit testimony to three minutes.*		
4.0	**BUSINESS – ACTION**		
	4.1	Approve MHCC Full-Time Faculty Association Collective Bargaining Agreement 2020-2022	Travis Brown
	4.2	Approve Letter of Support for ACCT Finance and Audit Committee Nomination	Diane McKeel
5.0	**ADJOURNMENT**		Diane McKeel

Individuals requiring accommodations due to disability should contact Accessible Education Services at 503-491-6923 or aes@mhcc.edu

ARTICLE 12

EXTRA TEACHING AND SUMMER TEACHING ASSIGNMENTS

A. Extra Teaching During Basic Work Year

1. A faculty member who teaches more than forty-five (45) ILCs during his/her basic work year shall be paid for that extra teaching assignment at the extra teach ILC rate shown in the table below.

Step	2019-20	2020-21
0	$1,237.03	$1,274.14
1	$1,209.54	$1,245.83
2	$1,182.60	$1,218.08
3	$1,155.60	$1,190.27
4	$1,128.61	$1,162.47
5	$1,101.62	$1,134.67
6	$1,074.62	$1,106.86
7	$1,047.62	$1,079.05
8	$1,020.63	$1,051.25
9	$993.65	$1,023.46
10	$966.64	$995.64
11	$939.65	$967.84
12	$912.65	$940.03

~~For the year 2016-2017 (Year 4) the rates will be increased as illustrated in the table above. For the year 2017-18 (Year 5) the rates will be increased by the COLA specified in Article 21B. Human Resources will publish 2017-18 extra teach schedule by March 30, 2017.~~ For the year 2020-2021, the rates in the above table reflect the COLA increase specified in Article 21B. For the year 2021-2022 the rates in the above table will be increased by the COLA specified in Article 21B. ~~For the year 2020-2021 and 2021-2022 2018-2019 and 2019-2020 (Year 6 and 7) the rates in the above table will be increased by the COLA specified in Article 21B.~~ For each of the years of this contract, Human Resources will publish the ~~2018-2019~~ extra teach schedule by March 31~~0, 2018 and publish the 2019-2020 extra teach schedule by March 30, 2019~~.

All ILCs taught beyond forty-five (45) ILCs will be paid at the extra teach ILC rate.

2. A faculty member shall be permitted to teach up to nine (9) ILCs of extra teach in any basic work year. A fractional amount beyond nine (9) will be permitted. Extra teach beyond this limit can be mutually agreed by the faculty member and dean.

3. Deans will invite the faculty to request an extra teaching assignment for an upcoming term, with at least a ten-(10) day window for response. The response

window shall fall within the faculty member's regular service calendar. Each faculty member within the discipline will notify his/her dean of his/her request for extra teaching prior to term scheduling deadlines. Each faculty member outside of the discipline will notify the dean of the area in which he/she wishes to teach prior to term scheduling deadlines. Extra teach assignments will be based on seniority except in special circumstances where the College can show that the faculty member with less seniority has unique qualifications which are required for the assignment.

4. After the basic contract assignment needs of the discipline have been met, the remaining assignments will be offered first to faculty members who have indicated desire for extra teaching and who are qualified to perform such assignments independent of basic discipline assignment. Equitable and fair distribution practices will prevail with regard to assignment of class sections. In cases where two (2) or more people desire the same available class section as an extra teaching assignment, the faculty member with the most College seniority will be offered that assignment first. A faculty member with the next highest seniority will be offered the second assignment and so forth, until all faculty desiring extra teaching have received an assignment. If any extra teaching assignments remain, the process shall be repeated. When sections are added after assignments are completed, qualified faculty with the most seniority shall have first right of refusal.

5. Faculty counselors and librarians, and other faculty members on daily contracts shall be eligible for extra teaching assignments, provided the extra teach time is outside their basic workload contract hours. Flexible schedules and/or split shifts to allow extra teach assignments are permitted, as mutually agreed to by the dean and faculty member.

6. Payments for extra teaching during the basic work year will be made in the June paychecks. If a faculty member terminates after one term, ILCs in excess of fifteen (15) will be paid as extra teach. If a faculty member terminates after two (2) terms, ILCs in excess of thirty (30) will be paid as extra teach.

7. The provisions of Article 9 Sections O. and P. do not apply to faculty members performing an extra teaching assignment, with the exception that such faculty members are still expected to teach at least one (1) evening class section per year if required as part of their regular assignment.

8. Sick leave is not earned by extra teach assignments.

B. <u>Summer Session Teaching Assignments</u>

1. The Board will determine whether or not there will be a Summer session. Upon approval, assignments will be offered.

2. A faculty member who earns ILCs outside of their basic contract period will be paid at the summer teach rate. ~~The Summer session pay rate will be at the rate shown in the table below.~~

Step	2019-20	2020-21
0	$1,447.96	$1,491.40
1	$1,415.30	$1,457.76
2	$1,385.37	$1,426.93
3	$1,355.37	$1,396.03
4	$1,325.37	$1,365.13
5	$1,295.39	$1,334.25
6	$1,265.39	$1,303.35
7	$1,235.40	$1,272.46
8	$1,205.41	$1,241.57
9	$1,175.42	$1,210.68
10	$1,145.42	$1,179.78
11	$1,115.42	$1,148.88
12	$1,085.42	$1,117.98

~~For the year 2016-2017 (Year 4) the rates will be increased as illustrated in the table above. For the year 2017-18 (Year 5) the rates will be increased by the COLA specified in Article 21B. Human Resources will publish 2017-18 extra teach schedule by March 30, 2017.~~ For the year 2020-2021, the rates in the above table reflect the COLA increase specified in Article 21B. For the year 2021-2022 the rates in the above table will be increased by the COLA specified in Article 21B. ~~For the years 2020-2021 and 2021-2022 2018-2019 and 2019-2020 (Year 6 and 7) the rates will be increased by the COLA specified in Article 21B.~~ For each of the years in this contract, Human Resources will publish ~~2018-2019~~ the summer teach schedule by March 31~~0, 2018 and publish the 2019-2020 summer teach schedule by March 30, 2019~~.

3. Faculty will observe office hours each week commensurate with their instructional load, as part of their professional responsibilities. Faculty will report to the dean and support staff the mechanism for best contact considering the mode of instruction (e.g., posted face-to-face or virtual office hours for web-based courses, email, and voice mail). In addition to providing course-specific assistance, faculty will directly serve as advisors to existing and incoming students. Faculty will work collaboratively with division administration and support staff to develop a means to provide this service to students during the Summer session for which they are employed.

4. The management shall determine which classes shall be offered.

5. If a class is canceled for the term after having already met, the faculty member will be compensated at the hourly rate of twenty (20) dollars for each class hour met.

6. Each faculty member will notify the area administrator of his/her desire for a Summer session teaching assignment by the third Friday of Winter term.

7. The College will publish the distribution of payments for summer classes on the Human Resources website no later than May 15.

8. The assignments will be offered first to faculty members with consideration of an equitable and fair distribution of summer loads. Distribution will be to qualified full-time faculty, independent of their basic contract discipline, who request Summer session teaching assignments. Any qualified administrator shall have the last choice for Summer teaching assignment after all full-time and retired faculty schedules have been determined.

   a. Summer assignments will be made in a meeting with all affected full-time faculty members. When sections are added after assignments are completed, qualified faculty with the most seniority have first right of refusal. In cases where two (2) or more people desire the same available class section as a Summer session teaching assignment, the faculty member with the most College seniority will be offered that assignment first. A faculty member with the next highest seniority will be offered the second assignment and so forth, until all faculty desiring Summer session teaching have received an assignment. If any Summer session teaching assignments remain, the process shall be repeated. Summer teaching assignments will be based on College seniority except in special circumstances where the College can show that the faculty member with less seniority has unique qualifications which are required for the assignment.

   b. The maximum Summer session teaching assignment is eighteen (18) ILCs in the total Summer Session. A fractional amount beyond eighteen (18) will be permitted.

   c. Any exceptions to the maximum Summer session teaching assignments will be based upon special program consideration and must have written approval of the chief academic officer and notification to the Faculty Association.

   d. Summer session teaching assignments will be made according to the following priorities:

      (1) Full-time faculty teaching Summer term as part of his/her three (3)term contract.

      (2) Any other full-time faculty members.

      (3) Retired bargaining unit faculty.

(4) All non-bargaining unit personnel.

TA on September 19, 2019

College Signature

Association Signature

ARTICLE 19

FRINGE BENEFITS

A. The College will provide medical, pharmacy, vision, and dental insurance. Faculty may select any plan level for which they qualify (i.e. single vs. family).

1. If the first working day for a faculty member falls between the 1^{st} and the 14^{th} of the month, health insurance plan coverage will begin on the first working day of employment with the College. If the first working day for a faculty member falls between 15^{th} and the 31^{st} of the month, ~~H~~health insurance plan coverage will begin on the first day of the first full month of employment. A faculty member who starts ~~mid-month (e.g. mid-September)~~ after the 14^{th} and wishes to pay the full month's premium to acquire health insurance immediately may do so provided it is possible for the College to provide insurance.

2. Medical Coverage

~~a. 2013-14 Plan Year~~

~~. For plan year 2013-14, a faculty member's contributions toward health insurance premium costs will be 13% of the medical/pharmacy benefit.~~

~~c.~~a. ~~2014-15 Plan Year and Following~~

i. For any faculty member who selects Kaiser 1, their contribution will be 13% of the premium for medical and pharmacy. A Kaiser 1 enrolled faculty member's maximum annual contribution to all health, pharmacy, vision, and dental insurance premiums shall be no more than 10% of the salary stated for Step 0 of the Salary Schedule listed in Article 21.

ii. ~~Beginning in October 2014, f~~For any faculty member selecting a Moda plan or Kaiser 3, the College will contribute an amount equivalent to 100% of Moda Plan 6 ~~Evergreen PPO~~ or closest equivalent plan available from OEBB premium and 80~~100~~% of the maximum health savings account (HSA) contribution allowed by federal law, excluding the "catch-up" for faculty over the age of 55. This amount can be used for paying premiums and/or contributions to HSAs. In the situation where a plan equivalent to Moda Plan 6 ~~Evergreen PPO~~ is no longer available, the College will contribute no less than the previous year's total premiums and HSA amounts increased by the average OEBB percentage increase for that year.

iii. A faculty member who selects Moda Plan 2 ~~Birch or Cedar~~ or closest equivalent plan available from OEBB family will receive an additional $1,000 annual amount added to the amount described in Section ii above.

3. Health Savings Accounts (HSA)

a. Health savings account contributions will be available in two payments. Twenty-five percent ~~One quarter~~ (~~¼~~ 25%) of the maximum HSA contribution allowed by federal law will be submitted to the HSA provider no later than the 15th day of the month in which the medical plan year begins. The fifty-five percent ~~remaining three-quarters~~ (~~¾~~55%) of the maximum contribution will be submitted to the HSA provider no later than the 15th day of January. New HSA participants will have their plans open in compliance with IRS regulations on the 1st day of the plan year.

~~b. The College will support any ModaEvergreen PPO or closest equivalent plan available from OEBB enrolled faculty member who spends the maximum out of pocket amount in the 2014-15 plan year. The College will allocate the total savings accomplished by faculty moving to plan H in 2014-15 to be evenly distributed among these faculty, up to a per faculty maximum of the difference between the maximum out of pocket amount and the College HSA contribution. This amount is taxable and the tax burden is the responsibility of the faculty member. The amount will be disbursed in two (2) payments. The first disbursement will be paid upon receipt of proof of maximum out of pocket. That amount will be calculated by the total fund amount divided by the number of faculty on a Moda Evergreen PPO or closest equivalent plan available from OEBB plan. The remaining balance will be disbursed no later than October 31.~~

~~c.~~b. The college will provide, at no cost, an HSA account for active employees and covered retirees and for any other OEBB covered family member who does not qualify as an IRS dependent.

4. A faculty member's contributions toward dental insurance premium costs will be 13% of the premium.

5. The college will pay the full vision premium costs.

~~6. The College will work with the Faculty Association to develop a mutually agreed-upon plan to assist faculty as they transition through benefit plan changes.~~

~~7.~~6. The College will continue to support FSA accounts and/or FSA-limited accounts for faculty.

~~8.~~7. Neither party intends that any confidential health information be disclosed for the purpose of meeting these contractual obligations.

B. The Association and College agree that during the hiatus between contracts, benefits levels will be maintained.

C. The College will provide group life insurance amounting to two (2) times the basic contract salary (rounded to the nearest $1,000) of the faculty member.

D. The College will provide group accidental death and dismemberment insurance amounting to two (2) times the basic contract salary (rounded to the nearest $1,000) of the faculty member.

E. The College will provide long-term disability insurance, for approved benefit claims beginning after the 90-day elimination period, at a level equal to what was provided during the 2007-2008 academic year.

F. The College will maintain its contributions of FICA, Public Employees Retirement, Unemployment Insurance and Workers' Compensation Insurance. The College will pay the employee's contribution to the Public Employees Retirement System (PERS). In the event that during the life of this agreement it becomes impossible for reasons of law, regulation or decisions of the court for the College to pay the six percent (6%) employee contribution to PERS, then that sum shall be contributed on behalf of the employee to a retirement benefit such as a state retirement account, district-approved TSA identified by the employee, or other individual retirement account. The intent of the parties is that the employees will be "made whole" in terms of the six percent (6%) retirement benefit.

G. The College will maintain the current tuition waiver plan for faculty members, their spouses/domestic partners and their eligible dependents eligible through age 23. Faculty members and their spouses/domestic partners will pay only course specific fees.

H. The College will provide a swim pass for faculty members, their spouses/domestic partners and their dependents through age 23.

I. The College will maintain voluntary payroll deductions for tax-sheltered annuities, supplemental life insurance, United Way, and other mutually agreed upon voluntary deductions. The Association grants the right and authority to the Board and its representatives, upon notification, to automatically make individual membership adjustments for cost increases in voluntary premium deductions whenever they occur. The Association will further hold the district harmless for any cost increases in these voluntary premium deductions.

J. For all faculty initiated deposits (College approved vendors for HSA, FSA, TSAs, 403b/457, etc) the College will deposit the monies no more than 20 working days from the date the pay was requested to be withheld. Faculty are required to submit all necessary forms to Payroll by the monthly payroll deadline.

~~J.~~K. The parties agree to review, if requested, the carrier and benefits listed in this Article of any fringe benefit program. By mutual agreement, changes in the fringe benefit programs may be made for each of the years in this contract.

~~K.~~L. A district health benefits committee serves as a common information source to the Association membership and all other groups for all represented and non-represented district-funded staff. The Association will participate in and appoint two of its members to serve on the committee. The committee will function to create a consensus of all members on a recommendation of health insurance coverage. The committee cannot make changes to benefits, but is for information dissemination and collection and consideration of plan/benefits options. All recommendations by the committee will be considered following Section K~~J~~.

M. Faculty benefits committee members who are needed during the summer for meetings will be compensated at their daily rate for each meeting.

TA on 9/19/19

College Signature

Association Signature

ARTICLE 22

RETIRED FACULTY

A.. <u>Written Notice of Retirement</u>

To receive incentive pay or fringe benefit payments under this Article, faculty must give the College written notice of retirement on or before the Friday of the first week of instruction in the academic term in which the retirement will occur. The faculty member must work, either as an active employee or a working retiree, through the end of an academic term at their daily rate of pay on the salary schedule.

B All tenured retiring faculty members will be entitled to the following benefits:

1. <u>Tuition Waivers</u>

   Retired faculty members and their spouses or domestic partners and eligible dependents through age 23 shall receive tuition waivers as granted to regular full-time faculty members. Faculty members and their spouses/domestic partners will pay only course specific fees.

2. <u>Teaching Assignment</u>

   a. A retired faculty member shall be paid at a rate prorated at the base rate for his/her educational level and will receive support assistance equivalent to that of part-time instructors.

   b. By mutual consent of the College and the retired faculty member, a retired faculty member may teach up to the maximum allowed by PERS, but no more than forty-five (45) ILCs, or the equivalent for non-ILC loaded instructors.

   c. With satisfactory review, as identified in sub-paragraph B. 3. of this article, retired faculty members will be guaranteed the opportunity to teach up to three (3) or four (4) ILCs per term and up to nine (9) to twelve (12) ILCs per year with the exception of regular faculty who teach laboratory classes. Loading for laboratory classes will be 6.25 ILC's per term or 18.75 ILC's per year at the same rate of pay listed above. A request by a retired faculty member to teach up to the limits cited above will be honored unless program needs cannot be adequately met by such assigned teaching.

   d. Retired faculty members have the responsibility to notify the appropriate dean in a timely manner of their availability to teach. Timely notice is the same time that the full-time faculty members decide their schedules.

Retired faculty will be notified by the College of available courses in a timely manner.

e. College email addresses of retired faculty will be maintained by the College. The email account will remain active for 14 months after the last teaching assignment unless a faculty member notifies the dean sooner that they are no longer interested in teaching. If after 14 months, the faculty member has not notified a dean of the desire to teach, the email account may be removed. Should a faculty member notify a dean at a later time that they would like to teach, the email address will be provided and remain active per the parameters outlined above. These email addresses are to be used only for College business and are subject to the College's appropriate use policy.

f. Regarding office hours, a retired faculty member has the option to be available for student consultation before or after class, by email, or by phone. The method will be communicated in the course syllabus.

g. A retired faculty member shall receive one hour per term of paid sick leave per ILC. Unused sick leave will accumulate up to a maximum of 80 hours and be available for use in subsequent academic terms. Sick leave allocation will be reviewed annually by HR and provided to the Association President to make sure it meets the minimum allocation required by law.

h. When a retired faculty member substitutes for another instructor who is absent because of jury duty, illness, bereavement, or emergency leave of short duration (one (1) to five (5) days), he/she will be paid per hour by dividing Step 0 of the daily rate by seven (7) hours. Duration of six (6) or more days or more than ten (10) percent of the class load will be ILC loaded at the retired faculty rate.

i. A retired faculty member and another faculty member may mutually agree to exchange instructional class time to provide coverage for a planned absence of short duration (one (1) to five (5) days).

3 <u>Evaluation of Retiree Teaching</u>

a. Retired faculty who continue to teach for the College will have a formal evaluation conducted by their dean once every forty-five (45) ILCs or three (3) years, whichever comes first. The evaluation will include a self-report. A classroom observation will be conducted by the dean or another full-time faculty member within the discipline, as mutually agreed between the faculty member and retiree.

b. When concerns related to a retiree's performance arise the appropriate dean will discuss the matter with the retiree in a personal conference. If the concern is addressed no further action is necessary.

If the concern is not addressed the retiree will be provided due process. Article 16 provisions for the evaluation process will be followed, up to and including a plan of assistance.

c. No retiree can be terminated without just cause.

C Faculty members who have served the College for a minimum of ten (10) years continuous district service immediately prior to retirement from the College and who are at the top two steps will be entitled to the following benefits:

1. Fringe Benefits

a. Faculty who are not yet Medicare-eligible and retire will choose between:

i. Any employee-only medical insurance benefits plan offered (with 100% of the premium paid by the College), with coverage up to the age of Medicare eligibility. In addition to the premium, faculty choosing Moda Plan 6 ~~Evergreen PPO~~ or Kaiser 3 or closest equivalent plan available from OEBB will receive eighty ~~one hundred~~ percent (80~~100~~%) of the maximum health saving account (HSA) contribution allowed by federal law, excluding the "catch-up" for faculty over the age of 55.

ii. A subsidy equal to the two-party Moda Plan 6 ~~Evergreen PPO~~ or closest equivalent plan available from OEBB premium and eighty ~~one hundred~~ (80~~100~~%) of the maximum health savings account (HSA) contribution allowed by federal law, excluding the "catch-up" for faculty over the age of 55. This subsidy will be in effect for a maximum of four (4) years from the date of retirement for the faculty member, but not beyond the age of Medicare eligibility. Faculty members are eligible for this option only if this faculty member qualifies for two-party coverage. This subsidy may be allocated in whole or in part for any College medical, dental, vision, and/or life insurance benefit plans for the faculty member, the faculty member's spouse, IRS dependent(s), and/or domestic partners. Any premium costs not covered by the subsidy will be borne by the retired faculty member. A retiree who becomes ineligible for two-party coverage reverts to the provision in 1a above.

b. Faculty members ~~who began service to the College during or after Summer term 2011~~, will have ~~only~~ those retiree fringe benefits stated in the collective bargaining agreement in effect on the date of retirement.

c. Retired faculty members, spouses, eligible dependents, and/or domestic partners will have the right to participate in the College's medical, dental, vision, and life insurance plans on a self-pay basis with the same age restrictions that full-time faculty have.

2. Early Retirement Incentive

a. Faculty hired after January 1, 2000, are ineligible for incentive pay under this Article.

i. Retirement before age fifty-five (55) with thirty (30) years creditable service under PERS - receive incentive pay of $25,363

ii. Retirement at age fifty-five (55) through fifty-eight (55-58) - receive incentive pay of $25,363

iii. Retirement at age fifty-nine (59) - receive incentive pay of $19,032

iv. Retirement at age sixty (60) - receive incentive pay of $12,681

v. Retirement at age sixty-one (61) - receive incentive pay of $6,341

vi. Retirement at age sixty-two through sixty-four (62-64) - receive incentive pay of $2,700.

vii. Retirement at the age of sixty-five (65) or older will receive no incentive pay.

b. The incentive pay listed above will be subject to prorating for faculty members who have a reduced contract during the last ten (10) years prior to early retirement. Pro-ration of early retirement incentive is equal to the total ILCs for the prior ten (10) years, not to exceed forty-five (45) ILCs for any given year, divided by four hundred fifty (450) ILCs.

TA on 9/19/19

College Signature

Association Signature

ARTICLE 21

SALARY PACKAGE

A. Salary Schedule Index

The salary schedule below shall be the official salary schedule for all employees in the bargaining unit effective upon ratification of this Agreement and limited to the duration of this Agreement, except by mutual written consent of the parties. The yearly salary schedule index will be posted on the web and include Daily, ILC, Summer Teach and Extra Teach rates.

Full-time Faculty Salary Schedule

Step	2019-2020	2020-2021
0	$94,776	$97,622
1	$90,695	$93,418
2	$86,789	$89,395
3	$83,052	$85,545
4	$79,476	$81,861
5	$76,054	$78,336
6	$72,779	$74,963
7	$69,645	$71,735
8	$66,646	$68,646
9	$63,776	$65,690
10	$61,030	$62,861
11	$58,402	$60,154
12	$55,887	$57,564

B. Schedule Adjustments & Step Advancements

1. The four and one-half percent (4.5%) increase between steps will be maintained.

2. ~~The amount of COLA for fiscal year **2016-2017** will be increased by the Consumer Price Index-U for Portland-Vancouver OR-WA, published February, but shall be neither less than zero percent (0%) nor greater than one percent (1.0%). Human Resources will publish the 2016-2017 salary schedule by March 30, 2016. The amount of COLA for fiscal year **2017-2018** will be increased by the Consumer Price Index-U for Portland-Vancouver OR-WA, published February, but shall be neither less than zero percent (0%) nor greater than three percent (3.0%). Human Resources will publish the 2017-2018 salary schedule by March 30, 2017.~~ The amount of COLA for fiscal year **2020~~18~~-2021~~19~~** will be increased by three~~two~~ percent (3~~2~~%). The amount of COLA for the fiscal year **2021~~19~~-2022~~0~~** will be increased by the average of the Consumer

as shown above.
JB

B

Price Index-U for Seattle and San Francisco, published February, but shall be neither less than one percent (1%) nor greater than three percent (3%). Human Resources will publish the upcoming salary schedule by March 31 of each year.

3. During the term of this agreement, cost of living adjustments will occur at the start of a faculty member's service calendar. Faculty shall move to the next step of the Salary Schedule effective the first term of their employment in the fiscal year.

C. Longevity Pay

1. At the start of the fiscal year, faculty who have served five (5) or more years at Step 0 will receive a longevity pay of $2,750.

2. At the start of the fiscal year, faculty who have served two (2) to four (4) years at Step 0 will receive a longevity pay of $1,750

TA on 9/19/19

College Signature

Association Signature

ARTICLE 29

TERM OF AGREEMENT

A. This Agreement shall be binding upon the MHCC District College Board and the MHCC Faculty Association and its members. The Agreement shall remain in full force and effect from September 1, 2020 through August 31, 2022. ~~through August 31, 2020 as agreed upon by the parties in December, 2017.~~

B. The parties acknowledge that during the negotiation which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter appropriate for collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the College Board and the Faculty Association, for the life of this agreement, each voluntarily and without qualification agrees that the other shall not be obligated to bargain collectively unless mutually agreed. This shall be so even though subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement. All terms and conditions of employment not covered by this agreement shall continue to be subject to the Board's direction and control.

D. Faculty members whose basic contract includes Summer term will receive pay based on the subsequent academic year salary schedule.

E. After January 10 of the year in which this Agreement expires, the parties agree to begin negotiations for a successor agreement upon written notice by either party. ~~For the purposes of ORS 243.712 the parties will mutually agree on a date that the 150-day period will begin.~~ Bargaining and the bargaining clock will be suspended during non-service periods (e.g. winter break, spring break, summer term, etc.).

TA on 9/19/19

College Signature

Association Signature

October 30, 2019

J. Noah Brown, President
Association of Community College Trustees
1101 17th Street NW, Suite 300
Washington, DC 20036

RE: Letter of Support for Andrew Speer
Nomination for ACCT Finance and Audit Committee

Dear Mr. Brown,

On behalf of the Mt. Hood Community College (MHCC) Board of Education, we support Andrew Speer's interest to serve on the ACCT Finance and Audit Committee.

Director Speer was elected to a four-year term in 2019 to serve as a member of the MHCC Board of Education. He is an economist by profession and has a background in economic modeling and financial analysis. As a former student and graduate of MHCC, he earned an associate degree in economics, and then transferred to Portland State University and earned his bachelor's and master's degree in the same discipline. With a desire to give back to MHCC, he is thoughtful and passionate about advocating for students, having first-hand experience on how higher education and training can improve lives.

Director Speer has a strong desire to serve on the ACCT Finance and Audit Committee and the MHCC Board of Education fully supports his nomination to serve on this committee.

Sincerely,

Diane McKeel
Board Chair
Mt. Hood Community College