

MEMORANDUM OF AGREEMENT
Between
CENTRAL OREGON COMMUNITY COLLEGE
and the
ADULT BASIC SKILLS INSTRUCTORS/
OREGON SCHOOL EMPLOYEES ASSOCIATION CHAPTER 700

This memorandum of Agreement is entered into between Central Oregon Community College (hereinafter referred to as the College) and the Adult Basic Skills Instructors/Oregon School Employees Association Chapter 700 (hereinafter referred to as the ABS).

The parties agree to the following revision to the COCC-ABS collective bargaining agreement (CBA) in effect until June 30, 2024;

Article 19: Salaries

1. **Salary Schedule:** Effective July 1, 2024, each step in the current salary schedule will be adjusted as follows. Instructors with satisfactory evaluation will be eligible for a four percent (4%) increase to each step in all four (4) columns of the salary schedule. Refer to Appendix B for the 2024-25 salary schedule.
2. **Longevity:** When a member is already at the top step of the salary schedule, the following will apply for salary increase;
 - a. Continue to use eighteen (18) steps
 - b. When the salary grades are adjusted by the applicable negotiated percentage, any member at the Step 18 will receive that percent (%) increase to Step 18 as a new salary rate, and
 - c. That member will not advance a step but will receive a lump sum payment at the beginning of their contract that is equivalent to the agreed-on percentage increase for that year in place of the step, in addition to the increase to base salary as stated in (b) above.

Article 25: Duration

1. **Effective Dates:** This Agreement shall be effective as provided herein and remain in full force and effect until June 30, 2025, when it shall cease and expire on that date. However, if the College and the Union are engaged in collective bargaining on July 1, 2025, for a successor agreement, then the parties agree that the benefits in this Agreement in effect on June 30, 2025, shall be maintained by the College until a successor Agreement is executed or until the Union has exercised its rights and obligations under ORS 243726, inclusive.
2. Article 19, Salaries, and Section 1 of Article 21, Insurance will be effective through June 30, 2025.

Signatures:

FOR THE ABS

 12/14/23
Brian Hanson, OSEA Representative

FOR THE COLLEGE

 12/19/2023
Laura Boehme, Chief Human Resources Officer

FOR THE ABS


Amy Stinard, ABS President

This MOU was approved by the COCC Board of Directors on January 10, 2024