

**Contract Amendments
to the
2006-2011 Collective Bargaining Agreement
between
LBCC Faculty Association and Linn-Benton Community College**

By signing this document, the LBCC Faculty Association and Linn-Benton Community College agree to the following changes in the current collective bargaining agreement:

1. **Contract Days:** Faculty contracts issued for 168 working days (Article 7.A.) shall be changed to 164 working days for the 2009-2010 year only. All references to 168 days in the contract shall be replaced with 164 days for 2009-2010 only. Contracts of faculty working on general fund supported, extended day contracts will be reduced by four days. (Article 7.F.)

The reduction in days will occur during 2009-2010 fall inservice. For the five days of fall inservice, 2 days will be available for college, division, department and committee meetings. The remaining 3 days of inservice will be protected from meetings in order to support planning and preparation activities directed by faculty.

2. **Term of Agreement:** The bargaining agreement, as amended, shall be effective after ratification by the Faculty Association and the Board of Education, shall be binding upon the Board and the Association and its members, by extending the current contract, in full force and effective through June 30, 2012. (Article 32.B.)
3. **Faculty Salaries:** Salary Schedules for academic years 2009-2012 are attached and replace Appendix A: Salary Schedule, from the original 2006-2011 agreement. (Article 16.A.) Overload Schedules for academic years 2009-2012 are attached and replace Appendix B: Overload Schedule, from the original 2006-2011 agreement.
4. **Department/Program Chair Point Scale (Appendix D):** The base compensation for department chair in 2011-12 will be \$4599. The base compensation for program chair in 2011-12 will be \$3321. The allocation for 2011-12 based on points will be as follows.

Level	1	2	3	4	5	6	7	8	9	10
Dollar Allocation	640	1280	1920	2560	3200	3840	4480	5120	5760	6400

5. **Professional Development (Article 19C):** The amount per faculty member to be allocated to professional development will be \$555 in 2010-11 and \$575 in 2011-12.
6. **Insurance (Article 10B):** The wording “For the 2007, 2008, 2009, 2010, and 2011 insurance years,…” will read ““For the 2007, 2008, 2009, 2010, 2011, and 2012 insurance years,…””
7. **Protection from Reductions:** No presently employed faculty member currently protected by Article 11, including faculty on approved leave, will be reduced between the time of this agreement and the end of Spring Quarter, 2010, for reasons other than job performance as outlined by Article 23.

Appendix A

Salary Schedule

This schedule is based upon 164 days for the academic year 2009-10. In the academic years 2010-11 and 2011-12 the schedule is based upon 168 days.

Step	2009-10 through March 31	2009-10 beginning April 1	2010-11	2011-12
2	44,538	46,542	48,636	50,825
3	46,097	48,171	50,338	52,603
4	47,710	49,857	52,100	54,445
5	49,380	51,602	53,924	56,351
6	51,108	53,408	55,811	58,322
7	52,897	55,277	57,764	60,363
8	54,748	57,212	59,786	62,476
9	56,664	59,214	61,879	64,664
10	58,647	61,286	64,045	66,927
11	60,700	63,431	66,287	69,270
12	62,825	65,651	68,607	71,694
13	65,024	67,949	71,008	74,203
14	67,300	70,327	73,493	76,800
15	69,656	72,788	76,065	79,488
16	72,094	75,336	78,727	82,270
17	74,617	77,973	81,482	85,149

Appendix B

Overload Schedule

Year*	2009-10			2010-11			2011-12		
	Credit Hour	Contact Hour	Hourly	Credit Hour	Contact Hour	Hourly	Credit Hour	Contact Hour	Hourly
0	671	37.76	26.35	701	39.46	27.54	733	41.24	28.78
1	683	39.82	27.51	714	41.61	28.75	746	43.48	30.04
2	734	41.63	28.77	767	43.5	30.06	802	45.46	31.41
3	772	43.7	30.05	807	45.67	31.4	843	47.73	32.81
4	814	45.89	31.43	851	47.96	32.84	889	50.12	34.32
5	852	48.18	32.98	890	50.35	34.46	930	52.62	36.01
6	883	48.69	33.49	923	50.88	35	965	53.17	36.58

*Years are computed as number of years full-time (or equivalent) professional employment completed at LBCC.