

Memorandum of Understanding  
Number 12/17-1  
2012-2017 Collective Bargaining Agreement

Rogue Community College  
and  
RCC Oregon School Employees Association Chapter 152

Rogue Community College (RCC) and the RCC Oregon School Employees Association (RCCOSEA) agree to the following contract change, to be effective July 1, 2012:

Article 8.B.3 (3<sup>rd</sup> paragraph) Family and Medical Leave:

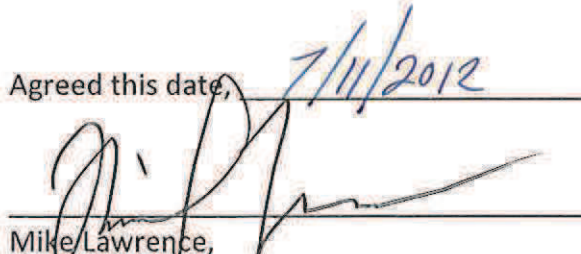
Prior language:

During the period of the leave, the member will continue to be covered by group health insurance, will be responsible for any employee share of group health insurance premiums, and will accrue all other benefits provided by this contract while on paid leave. If the member does not return to work, the College reserves the right to collect from the member the College portion of group health insurance premiums paid during the leave.

New language:

During the period of the leave, the member will continue to be covered by group health insurance, will be responsible for any employee share of group health insurance premiums, and will accrue all other benefits provided by this contract while on paid leave. If the member does not return to work, the College reserves the right to collect from the member the College portion of group health insurance premiums paid during the leave as per section 825.213 of the Electronic Code of Federal Regulations (e-CFR). (<http://ecfr.gpoaccess.gov/cgi/t/text/text-idx?c=ecfr&sid=d178a2522c85f1f401ed3f3740984fed&rgn=div5&view=text&node=29:3.1.1.3.54&idno=29#29:3.1.1.3.54.2.489.14>)

Agreed this date, 7/11/2012

  
Mike Lawrence,  
President, RCCOSEA

  
Curtis Sommerfeld  
CIO/VP of College Services (interim)

Memorandum of Understanding  
Number 12/17-2  
2012-2017 Collective Bargaining Agreement

Rogue Community College  
and  
RCC Oregon School Employees Association Chapter 152

Rogue Community College (RCC) and the RCC Oregon School Employees Association (RCCOSEA) agree to the following contract change, to be effective July 1, 2012:

Appendix 2 Conversion of Employed Hours to Percents:

Prior language:

For members who work 12 months, percent is calculated by (hours per week) / 40.

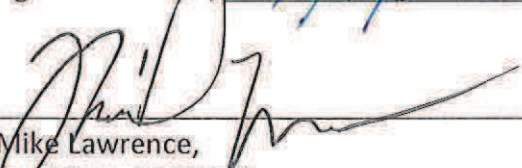
For members who work less than 12 months, percent is calculated by (hours per week) \* (number of weeks) / (standard annual hours).

Standard annual hours may vary per year, and can be found on the appropriate salary schedule at [https://www.roguecc.edu/HumanResources/emp\\_index\\_salarysched.asp](https://www.roguecc.edu/HumanResources/emp_index_salarysched.asp)

New language:

Percent is calculated by (hours per week) \* (number of weeks) / 2080.

Agreed this date, 7/11/2012

  
Mike Lawrence,  
President, RCCOSEA

  
Curtis Sommerfeld  
CIO/VP of College Services (interim)



Memorandum of Understanding  
Number 12/17-3  
2012-2017 Collective Bargaining Agreement

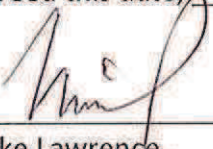
Rogue Community College  
and  
RCC Oregon School Employees Association Chapter 152

Rogue Community College (RCC) has determined the need to provide for increased security for staff and students at the Redwood Campus (RWC), in response to the decrease in public safety law enforcement availability in Josephine County. RCC intends to solicit quotes and contract for an armed guard presence at RWC, with the intention to continue such contract at least until the Josephine County public safety situation improves.

RCC and the RCC Oregon School Employees Association (RCCOSEA) agree that the applicable section from Article 3.A (Management Rights) has been satisfied:

"Contracting of any work, provided however that College shall first consult with the Association in regard to the impact of such contracting on members. No regular members shall be laid off as a result of a decision to contract work that might otherwise be performed by members of the unit."

Agreed this date, 8/15/2012

  
Mike Lawrence,  
President, RCCOSEA

  
Curtis Sommerfeld  
CIO/VP of College Services (interim)

Memorandum of Understanding  
Number 12/17-4  
2012-2017 Collective Bargaining Agreement

Rogue Community College  
and  
RCC Oregon School Employees Association Chapter 152

The RCC Foundation's "Foundation Support Specialist (Accounting)" position, currently unfilled, will remain unfilled through 2012/13. The Foundation will contract with their existing accounting firm to accomplish the accounting type duties of that position. The primary motivator for the change is to handle the increased complexity of such duties during the Foundation's capital campaign. It is the intention of the Foundation to analyze the requirements for the position, update as necessary, and fill on or after 2013/14.

RCC and the RCC Oregon School Employees Association (RCCOSEA) agree that the applicable section from Article 3.A (Management Rights) has been satisfied:

"Contracting of any work, provided however that College shall first consult with the Association in regard to the impact of such contracting on members. No regular members shall be laid off as a result of a decision to contract work that might otherwise be performed by members of the unit."

Agreed this date, \_\_\_\_\_

8/15/2012

Mike Lawrence,  
President, RCCOSEA

Curtis Sommerfeld  
CIO/VP of College Services (interim)



Memorandum of Understanding  
Number 12/17-5  
2012-2017 Collective Bargaining Agreement

Rogue Community College  
and  
RCC Oregon School Employees Association Chapter 152

Rogue Community College (RCC) and the RCC Oregon School Employees Association (RCCOSEA) agree to the following contract change, to be effective July 1, 2012:

Article 12.B Progressive Discipline:

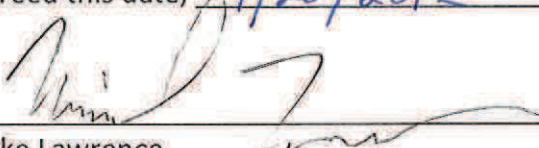
Prior language:

The general principles of progressive discipline are to be used when considering disciplinary actions. To that end, the College has developed, in conjunction with the Association, a disciplinary manual titled "Classified Progressive Discipline Manual." The College agrees to follow the disciplinary procedures outlined in that manual and further agrees not to modify the manual without first obtaining written approval from the Association.

New language:

The general principles of progressive discipline are to be used when considering disciplinary actions. To that end, the College has developed, in conjunction with the Association, a disciplinary manual titled "Classified Progressive Discipline Manual." The College agrees to follow the disciplinary procedures outlined in that manual and further agrees not to implement modifications to the manual without first obtaining written approval of the proposed modifications from the Association.

Agreed this date, 9/20/2012

  
Mike Lawrence,  
President, RCCOSEA

  
Curtis Sommerfeld  
CIO/VP of College Services (interim)

Memorandum of Understanding  
Number 12/17-6  
2012-2017 Collective Bargaining Agreement

Rogue Community College  
and  
RCC Oregon School Employees Association Chapter 152

Rogue Community College (RCC) and the RCC Oregon School Employees Association (RCCOSEA) agree to the following contract change, to be effective July 1, 2012:

Article 4.F.3 Overtime:

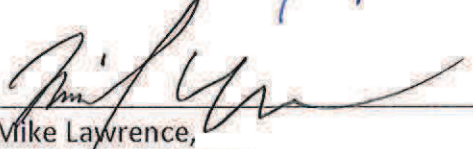
Prior language:

3. Compensatory time earned must be used by the end of the fiscal year and shall not accumulate from year to year nor exceed 160 overtime hours worked (240 compensatory hours). Under special circumstances, Management may approve an extension of no more than six months into the next fiscal year. Compensatory time unused at the end of the fiscal year or approved extension period shall be paid out at the member's current rate.

New language:

3. Compensatory time earned must be used by the end of the fiscal year and shall not accumulate from year to year nor exceed 160 overtime hours worked (240 compensatory hours). Under special circumstances, Management may approve an extension of no more than six months into the next fiscal year. Compensatory time unused at the end of the fiscal year or approved extension period shall be paid out at the member's current rate. Any compensatory time shall be taken at a time mutually agreed upon between the member and supervisor.

Agreed this date, 11/20/2012

  
Mike Lawrence,  
President, RCCOSEA

  
Curtis Sommerfeld  
VP of College Services / CIO



Memorandum of Understanding  
Number 12/17-8  
2012-2017 Collective Bargaining Agreement

Rogue Community College  
and  
RCC Oregon School Employees Association Chapter 152

Rogue Community College (RCC) and the RCC Oregon School Employees Association (RCCOSEA) agree to the following contract change, to be effective June 1, 2013:

Article 6.G (new):

G. Reduction in Percentage to Non-Benefits-Eligible Status:

When a member's percentage is reduced such that they are no longer eligible for vacation benefits:

- If the change is designated long-term, the member will be paid for unused vacation in accordance with 6.F.
- If the change is designated short-term (anticipated to revert to prior status within 12 months), the member will retain their vacation balance, although the balance will not be available for use while in the reduced percentage position.

Article 7.A.3 Reduction in Percentage to Non-Benefits-Eligible Status (new / remainder of items to be renumbered as appropriate):

3. When a member's percentage is reduced such that they are no longer eligible to accrue personal illness leave:

- If the change is designated long-term:
  - If the reduction is designated voluntary, the member will be allowed to retain a maximum of 80 hours of unused personal illness leave, prorated by the percentage of the reduced position. Any remaining balance of previously accrued personal illness leave will be retained for reporting to PERS.
  - If the reduction is designated involuntary or alternate employment, the member will be allowed to retain a maximum of 80 hours of unused personal illness leave, prorated by double the percentage of the reduced position. Any remaining balance of previously accrued personal illness leave will be retained for reporting to PERS.
- If the change is designated short-term (anticipated to revert to prior status within 12 months), the member will retain their personal illness leave balance, although the balance will not be available for use while in the reduced percentage position.

Agreed this date, \_\_\_\_\_

6/11/2013

\_\_\_\_\_  
Mike Lawrence  
President, RCCOSEA

\_\_\_\_\_  
Curtis Sommerfeld  
Vice President of College Services



Memorandum of Understanding  
Number 12/17-9  
2012-2017 Collective Bargaining Agreement

Rogue Community College  
and  
RCC Oregon School Employees Association Chapter 152

Rogue Community College (RCC) and the RCC Oregon School Employees Association (RCCOSEA) agree to the following contract change, to be effective July 1, 2013:

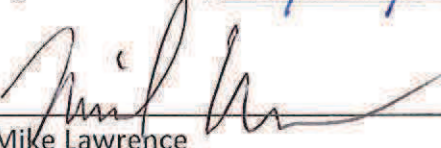
Article 9.C Pay Smoothing (note: subsequent sections to be renumbered as appropriate)

1. Members employed by the College for 12 months per year at 75% or more (30 or more hours per week) shall be paid in twelve (12) equal monthly payments based on the member's monthly standard hours, on the regularly established pay day set by the College. Members who are hired after the first payroll date of the fiscal year shall receive their annual pay prorated equally over the remaining pay period(s) of the twelve (12) month period.
2. If a member's pay rate or percentage changes any time other than July 1, annual pay shall be recalculated to reflect hours actually worked from July 1 through the date of change at the original pay rate, and the remainder of the year (or fixed-term assignment) at the new pay rate. The total remaining pay owed for the fiscal year shall then be prorated equally over the remaining pay period(s) of the twelve (12) month period.

Note: Members should be aware that if any pay changes occur after July 1, their prorated monthly pay amount may be different from what it would otherwise be for a full contract year. The hourly rate should be referred to for the member's actual base pay rate.

3. Upon separation of employment, the member's annual pay-to-date will be recalculated based on actual hours worked to determine the final paycheck amount. Members who leave employment with the College without having worked all hours paid as of the date of separation shall have any unearned amounts owed to the College withheld from the member's final paycheck. If the final paycheck is insufficient to cover the amount owed to the College, the College shall notify the member of the amount due and the member shall be responsible for repaying the College.
4. Members employed by the College for less than 75% (less than 30 hours per week) or are working in a position with a less than 12-month standard annual assignment shall be paid by timecard for all hours actually worked in each established pay period.

Agreed this date, 4/22/2013

  
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Mike Lawrence  
President, RCCOSEA

  
\_\_\_\_\_  
Curtis Sommerfeld  
VP of College Services



Memorandum of Understanding  
Number 12/17-10  
2012-2017 Collective Bargaining Agreement

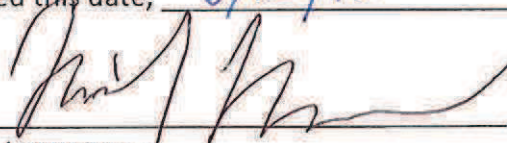
Rogue Community College  
and  
RCC Oregon School Employees Association Chapter 152

Rogue Community College (RCC) and the RCC Oregon School Employees Association (RCCOSEA) agree to the following:

Linda Moran, currently in the full-time position of Program Support Specialist IV (Group 6) in Academic Skills, has requested for personal reasons to be moved into a vacant part-time, 19 hour/week position of Test Proctor I (Group 4). RCC has agreed to this transfer effective July 8, 2013. For purposes of salary placement, this requested transfer will be treated as if it were an advertised opening in accordance with Article 9.B.5.c.

This is intended to be non-precedent setting.

Agreed this date, 6/12/13

  
Mike Lawrence  
President, RCCOSEA

  
Curtis Sommerfeld  
VP of College Services

Memorandum of Understanding  
Number 12/17-11

Rogue Community College  
and  
RCC Oregon School Employees Association Chapter 152

Salary for Classified employees for 2013/14 shall typically increase by 3% (COLA + Adjustment), contingent on the Community College Support Fund for the biennium funded at or above \$450 million. Furthermore, there shall be no scheduled unpaid furlough days for 2013/14, based on the same contingency.

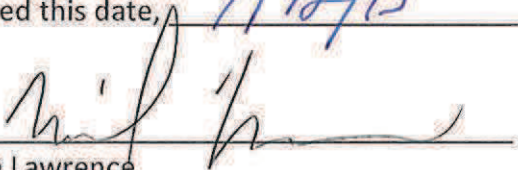
The overall salary schedule will increase by 1.1% (Apr-Apr CPI-U) per 9.A.1. Each Classified employee employed on 7/1/2013 will receive the COLA amount as of 7/1/2013.


Each Classified employee employed on 7/1/2013, except as further clarified, will receive a salary adjustment of 1.9% as of 7/1/2013, per 9.A.2.

Salary adjustment clarifications:

- Classified employees will in no case receive a salary adjustment resulting in pay above the applicable salary schedule maximum, per 9.A.3.
- Classified employees who received an unsatisfactory evaluation in 2012/13 shall not be eligible for the 2013/14 adjustment.
- Classified employees who are on an initial probation as of 7/1/2013 shall receive the 2013/14 adjustment upon satisfactory completion of their probation, to be applied starting with the date of their regular status.
- The salary adjustment will not be construed as determining precedent for any other future situation.

Agreed this date, 7/18/13

  
Mike Lawrence  
President, RCCOSEA

  
Curtis Sommerfeld  
VP of College Services



Memorandum of Understanding  
Number 12/17-12  
2012-2017 Collective Bargaining Agreement

Rogue Community College  
and  
RCC Oregon School Employees Association Chapter 152

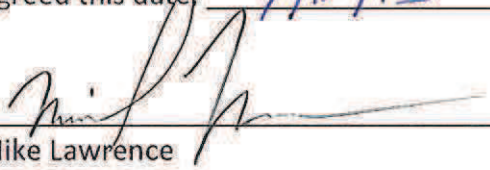
Rogue Community College (RCC) and the RCC Oregon School Employees Association (RCCOSEA) agree to the following:


Jeanne Schraub was laid off from her position as Construction Lab Technician. Jeanne was offered and accepted an alternate employment position. For purposes of salary placement, this alternate employment will be treated as continuous employment from her prior position.

This is intended to be non-precedent setting.

Agreed this date

7/10/13

  
Mike Lawrence  
President, RCCOSEA

  
Curtis Sommerfeld  
VP of College Services

Memorandum of Understanding  
Number 12/17-13  
2012-2017 Collective Bargaining Agreement

Rogue Community College  
and  
RCC Oregon School Employees Association Chapter 152

Rogue Community College (RCC) and the RCC Oregon School Employees Association (RCCOSEA) agree to the following contract change, to be effective July 1, 2013:

All references to "wellness breaks" shall be changed to "exercise breaks." The following locations are included:

- Table of Contents (referencing Article 4.E)
- Article 4.E title
- Article 4.E contents

This change is intended to better reflect the intended use of the break, which is for physical movement-based activities.

Agreed this date, \_\_\_\_\_

9/30/13

Mike Lawrence  
President, RCCOSEA

Curtis Sommerfeld  
Vice President of College Services

Memorandum of Understanding  
Number 12/17-14  
2012-2017 Collective Bargaining Agreement

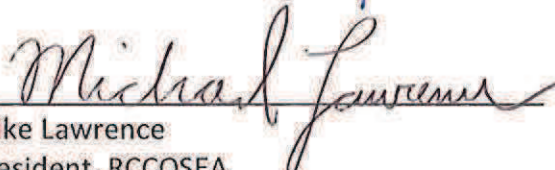
Rogue Community College  
and  
RCC Oregon School Employees Association Chapter 152

Pay has traditionally been calculated using 2,080 hours as the base standard number of hours. 2013/14 actually has 2,088 base working hours. Rogue Community College (RCC) and the RCC Oregon School Employees Association (RCCOSEA) agree to the following for 2013/14:

- All full-time classified employees who are employed as of 7/1/2013 will be credited with a "floating day off."
- The day off will consist of 8 hours times employee's full-time percentage.
- The day off must be taken prior to 7/1/2014. If the day has not been taken prior to the deadline, the day will be forfeited.
- In no case will the day be compensated with pay.
- The day off must be scheduled per mutual agreement between the employee and the College. The College will make all reasonable efforts to accommodate the employee's choice of day.
- The day may not be substituted retroactively for a day previously taken off during 2013/14.
- The H/R office will track the status for each eligible employee.
- This applies only to 2013/14.
- Prior years shall not be eligible for any form of adjustment, including retroactive pay or time off.
- CAMAT will determine during 2013/14 future changes to process, if any.

This MOU is not intended to be precedent setting.

Agreed this date, 9/30/13

  
Mike Lawrence  
President, RCCOSEA

  
Curtis Sommerfeld  
VP of College Services



Memorandum of Understanding  
Number 12/17-15  
2012-2017 Collective Bargaining Agreement

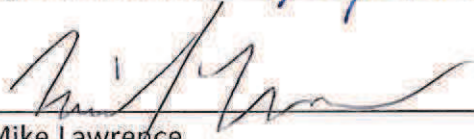
Rogue Community College  
and  
RCC Oregon School Employees Association Chapter 152

Rogue Community College (RCC) and the RCC Oregon School Employees Association (RCCOSEA) agree to the following:

Valerie Wallace requested a discretionary leave of absence per 8.B.2, but did not provide the requisite thirty day prior notice. Due to exigent circumstances, the thirty day prior notice requirement is waived.

This is intended to be non-precedent setting.

Agreed this date, 11/20/2013

  
\_\_\_\_\_  
Mike Lawrence  
President, RCCOSEA

  
\_\_\_\_\_  
Curtis Sommerfeld  
VP of College Services

Memorandum of Understanding  
Number 12/17-16  
2012-2017 Collective Bargaining Agreement

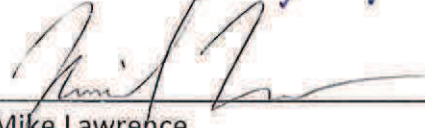
Rogue Community College  
and  
RCC Oregon School Employees Association Chapter 152

Rogue Community College (RCC) and the RCC Oregon School Employees Association (RCCOSEA) agree to the following:

Daniella Bivens requested a discretionary leave of absence per 8.B.2, but did not provide the requisite thirty day prior notice. Due to exigent circumstances, the thirty day prior notice requirement is waived.

This is intended to be non-precedent setting.

Agreed this date, 11/20/2013

  
\_\_\_\_\_  
Mike Lawrence  
President, RCCOSEA

  
\_\_\_\_\_  
Curtis Sommerfeld  
VP of College Services

Memorandum of Understanding  
Number 12/17-17  
2012-2017 Collective Bargaining Agreement


Rogue Community College  
and  
RCC Oregon School Employees Association Chapter 152

Rogue Community College (RCC) and the RCC Oregon School Employees Association (RCCOSEA) agree to the following:

Juan Rivera worked more hours than his normal 19-hour position to fill in following a coworker's resignation. Juan will be paid for the vacation hours he would have accrued had his total hours worked been tallied for benefit purposes. Additionally, Juan will be credited with the sick leave he would have accrued for his total hours, prorated by the percentage of his current position. The prorated sick leave hours will be usable by Juan in his current position. The remainder of the sick leave hours will be forfeited.

This is intended to be non-precedent setting.

Agreed this date, 1/30/2014

  
Mike Lawrence  
President, RCCOSEA

  
Curtis Sommerfeld  
VP of College Services

Memorandum of Understanding  
Number 12/17-17  
2012-2017 Collective Bargaining Agreement

Rogue Community College  
and  
RCC Oregon School Employees Association Chapter 152

Rogue Community College (RCC) and the RCC Oregon School Employees Association (RCCOSEA) agree to the following contract change, to be effective July 1, 2014:

Article 9.A.1 Annual Increase to Salary Schedule:

Prior language:

On July 1, 2012 and each subsequent July 1, the classified salary schedule, and each member's salary, will be increased by the annual rate of inflation through April of the previous fiscal year, as measured by the U.S. CPI-U. Under no circumstances will the adjustment be less than zero percent (0%). The CPI-U increase will not cause any member's salary to exceed the group maximum.

New language:

On July 1, 2014 and each subsequent July 1, the classified salary schedule, and each member's salary, will be increased by the annual rate of inflation through December of the previous fiscal year, as measured by the U.S. CPI-U. Under no circumstances will the adjustment be less than zero percent (0%). The CPI-U increase will not cause any member's salary to exceed the group maximum.

Article 9.F Professional Growth Fund

Prior language:

Members, based on their workload percentage, are eligible to apply for a pro-rata share of funds established to provide financial assistance for Classified professional growth opportunities. A total of \$19,564.09 will be budgeted for fiscal year 2012/13. The budget will increase each year by the April U.S. CPI-U of the prior fiscal year. Any unused funds at the end of the respective year shall be carried forward into the next fiscal year.

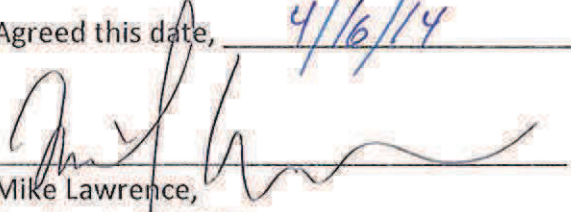
New language:

Members, based on their workload percentage, are eligible to apply for a pro-rata share of funds established to provide financial assistance for Classified professional growth opportunities. A total of \$x will be budgeted for fiscal year 2014/15. The budget will increase each year by the December U.S. CPI-U of the prior fiscal year. Any unused funds at the end of the respective year shall be carried forward into the next fiscal year



Agreed this date, \_\_\_\_\_

4/16/14

  
Mike Lawrence,  
President, RCCOSEA

  
Curtis Sommerfeld  
VP of College Services / CIO

Memorandum of Understanding  
Number 12/17-18 (revised 6/19/14)

Rogue Community College  
and  
RCC Oregon School Employees Association Chapter 152

Salary for Classified employees for 2014/15 shall typically increase by 4.75% (COLA + Adjustment).

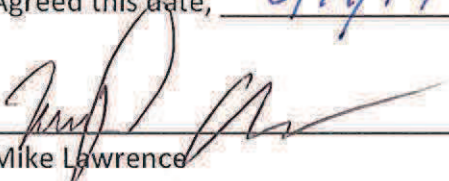
The overall salary schedule will increase by 1.5% (Dec-Dec CPI-U) per 9.A.1 and MOU 12/17-17. Each Classified employee employed on 7/1/2014 will receive the COLA amount as of 7/1/2014.


Each Classified employee employed on 7/1/2014, except as further clarified, will receive a salary adjustment of 3.25% as of 7/1/2014, per 9.A.2.

Salary adjustment clarifications:

- Classified employees will in no case receive a salary adjustment resulting in pay above the applicable salary schedule maximum, per 9.A.3.
- Classified employees who received an unsatisfactory evaluation in 2013/14 shall not be eligible for the 2014/15 adjustment.
- Classified employees who are on an initial probation as of 7/1/2014 shall receive the 2014/15 adjustment upon satisfactory completion of their probation, to be applied starting with the date of their regular status if attained during 2014/15.
- The salary adjustment will not be construed as determining precedent for any other future situation.

Agreed this date, 6/19/14

  
Mike Lawrence  
President, RCCOSEA

  
Curtis Sommerfeld  
VP of College Services

Memorandum of Understanding  
Number 12/17-18

Rogue Community College  
and  
RCC Oregon School Employees Association Chapter 152

Salary for Classified employees for 2014/15 shall typically increase by 4.75% (COLA + Adjustment).

The overall salary schedule will increase by 1.5% (Dec-Dec CPI-U) per 9.A.1 and MOU 12/17-17. Each Classified employee employed on 7/1/2014 will receive the COLA amount as of 7/1/2014.

Each Classified employee employed on 7/1/2014, except as further clarified, will receive a salary adjustment of 3.25% as of 7/1/2014, per 9.A.2.

Salary adjustment clarifications:

- Classified employees will in no case receive a salary adjustment resulting in pay above the applicable salary schedule maximum, per 9.A.3.
- Classified employees who received an unsatisfactory evaluation in 2012/13 shall not be eligible for the 2013/14 adjustment.
- Classified employees who are on an initial probation as of 7/1/2013 shall receive the 2014/15 adjustment upon satisfactory completion of their probation, to be applied starting with the date of their regular status if attained during 2014/15.
- The salary adjustment will not be construed as determining precedent for any other future situation.

Agreed this date, \_\_\_\_\_

4/16/14

Mike Lawrence  
President, RCCOSEA

Curtis Sommerfeld  
VP of College Services



Memorandum of Understanding  
Number 12/17-19

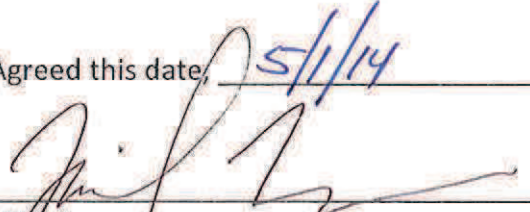
Rogue Community College  
and  
RCC Oregon School Employees Association Chapter 152

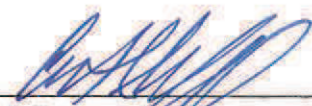
EXHIBIT "A" – Classified Salary Schedule

Rogue Community College  
Classified 2014/15 Salary Schedule  
Full-Time Standard Annual Hours for 2014/15: 1,968

Hourly Rates					
Group Number	Entry Level	Maximum with Less Than 15 years	Maximum with 15 Years Longevity	Maximum with 20 Years Longevity	Maximum with 25 Years Longevity
1	10.9003	15.2772	15.7356	16.2076	16.6938
2	12.0183	16.8441	17.3495	17.8699	18.4060
3	13.1363	18.4110	18.9634	19.5323	20.1182
4	14.3722	20.1231	20.7268	21.3486	21.9891
5	16.1525	22.6693	23.3494	24.0499	24.7714
6	17.6374	25.0061	25.7563	26.5290	27.3249
7	20.2477	28.6795	29.5399	30.4261	31.3389
8	24.1520	34.9412	35.9894	37.0691	38.1812

Agreed this date, 5/1/14

  
Mike Lawrence  
President, RCCOSEA

  
Curtis Sommerfeld  
VP of College Services

Memorandum of Understanding  
Number 12/17-20  
2012-2017 Collective Bargaining Agreement

Rogue Community College  
and  
RCC Oregon School Employees Association Chapter 152

Rogue Community College (RCC) and the RCC Oregon School Employees Association (RCCOSEA) agree to the following contract change, to be effective July 1, 2012:

Article 9.A.5 Longevity:

Prior language:

Voluntary employment in fixed-term positions will not accrue longevity. Any longevity accrued prior to the fixed-term position will not be forfeited in the event the member returns to a regular position. If the member is required by the College to move into a fixed-term position (including non-classified fixed-term positions), or was employed in the fixed-term position prior to July 1, 2006, longevity will continue to accrue during the member's tenure in the position.

New language:

Voluntary employment in fixed-term positions will not accrue longevity. Any longevity accrued prior to the fixed-term position will not be forfeited in the event the member returns to a regular position. If the member is required by the College to move into a fixed-term position (including non-classified fixed-term positions) for any non-disciplinary reason, or was employed in the fixed-term position prior to July 1, 2006, longevity will continue to accrue during the member's tenure in the position.

Article 13.C Seniority:

Prior language:

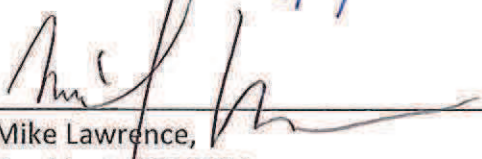
Voluntary employment in fixed-term positions will not accrue seniority. Any seniority accrued prior to the fixed-term position will not be forfeited in the event the member returns to a regular position. If the member is required by the College to move into a fixed-term position, or was employed in the fixed-term position prior to July 1, 2006, seniority will continue to accrue during the member's tenure in the position.

New language:

Voluntary employment in fixed-term positions will not accrue seniority. Any seniority accrued prior to the fixed-term position will not be forfeited in the event the member

returns to a regular position. If the member is required by the College to move into a fixed-term position for any non-disciplinary reason, or was employed in the fixed-term position prior to July 1, 2006, seniority will continue to accrue during the member's tenure in the position.

Agreed this date, 5/27/14

  
Mike Lawrence,  
President, RCCOSEA

  
Curtis Sommerfeld  
VP of College Services



Memorandum of Understanding  
Number 12/17-21  
2012-2017 Collective Bargaining Agreement

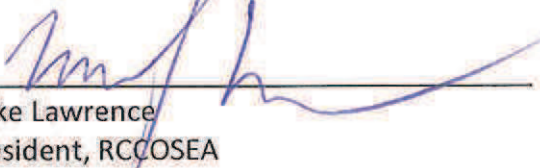
Rogue Community College  
and  
RCC Oregon School Employees Association Chapter 152

Rogue Community College (RCC) and the RCC Oregon School Employees Association (RCCOSEA) agree to the following:

Joe Calderon was granted a discretionary leave of absence per 8.B.2, set to conclude 11/30/2014. Due to exigent circumstances, the leave of absence is extended through 3/31/2015.

This is intended to be non-precedent setting.

Agreed this date, 12/10/2014

  
\_\_\_\_\_  
Mike Lawrence  
President, RCCOSEA

  
\_\_\_\_\_  
Curtis Sommerfeld  
VP of College Services

MOU 12/17-21 (amended 1/29/2015)  
Memorandum of Understanding  
Number 12/17-21  
2012-2017 Collective Bargaining Agreement

Rogue Community College  
and  
RCC Oregon School Employees Association Chapter 152

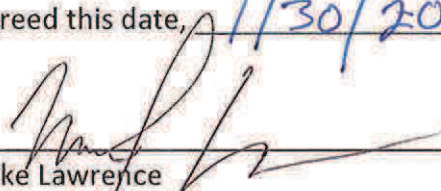
Rogue Community College (RCC) and the RCC Oregon School Employees Association (RCCOSEA) agree to the following:


Joe Calderon was granted a discretionary leave of absence per 8.B.2, set to conclude 11/30/2014. Due to exigent circumstances, the leave of absence is extended through 3/31/2015.

This is intended to be non-precedent setting.

\* (1/29/2015) Per Joe's request, the leave of absence terminates 1/29/2015.

Agreed this date, 1/30/2015

  
Mike Lawrence  
President, RCCOSEA

  
Curtis Sommerfeld  
VP of College Services

Memorandum of Understanding  
Number 12/17-22  
2012-2017 Collective Bargaining Agreement

Rogue Community College  
and  
RCC Oregon School Employees Association Chapter 152

Rogue Community College (RCC) and the RCC Oregon School Employees Association (RCCOSEA) agree to the following contract change, to be effective July 1, 2012:

Article 13.D (Layoff and Recall / Order) (1<sup>st</sup> and 2<sup>nd</sup> paragraphs):

Prior language:

Layoffs shall be made by seniority within a designated classification (job-title) after the College has determined which position will be reduced. Two (2) seniority lists by classification will be maintained: those working 50% or more of full-time workload (Group A), and those working less than 50% of full-time workload (Group B). There shall be no displacement of members listed in Group A by members listed in Group B, and vice versa. Fixed-term positions hired after July 1, 2006, unless the member is required by the College to take the position, are not included in the Group A or Group B lists. Open positions (vacant positions the College determines will be filled) shall be maintained on the seniority list with 0 years of seniority until filled.

If the member in the identified position (Member 1) does not have the lowest seniority within the classification and group, Member 1 will displace the member with the lowest seniority within the classification and group (Member 2). Member 1 will be transferred to the position held by Member 2. Member 2 will be displaced and laid off.

New language:

Two (2) seniority lists based on classification (job-title) will be maintained: members working 50% or more of full-time workload (Group A), and members working less than 50% of full-time workload (Group B). There shall be no displacement of members listed in Group A by members listed in Group B, and vice versa. Fixed-term positions hired after July 1, 2006, unless the member is required by the College to take the position, are not included in the Group A or Group B lists. Open positions (vacant positions that the College determines will be filled) shall be maintained on the seniority list with 0 years of seniority until filled.

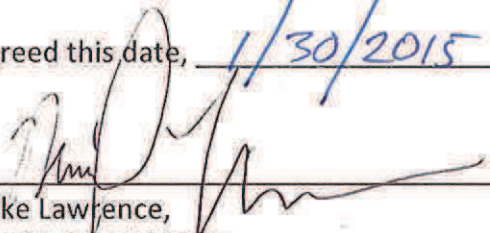
Layoffs shall be made within a designated classification (or job-title e.g. Secretary III) after the College has determined which position will be reduced. If the member in the position to be reduced (Member 1) does not have the lowest seniority of those in the designated classification and group, Member 1 will displace the member with the lowest




seniority in the designated classification and group (Member 2). Member 1 will be transferred into the position held by Member 2.

Agreed this date, \_\_\_\_\_

1/30/2015

  
\_\_\_\_\_  
Mike Lawrence,  
President, RCCOSEA

  
\_\_\_\_\_  
Curtis Sommerfeld  
VP of College Services

Memorandum of Understanding  
Number 12/17-22  
2012-2017 Collective Bargaining Agreement

Rogue Community College  
and  
RCC Oregon School Employees Association Chapter 152

Rogue Community College (RCC) and the RCC Oregon School Employees Association (RCCOSEA) agree to the following contract change, to be effective July 1, 2012:

Article 8.B.2 (new inserted paragraph. Following paragraphs to be renumbered accordingly.)

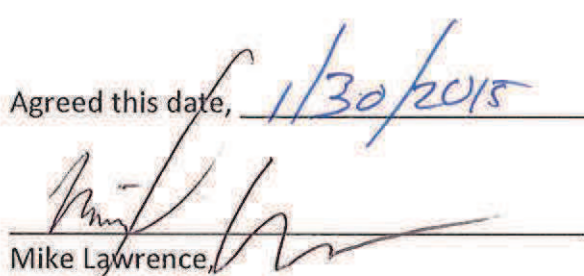
New language:

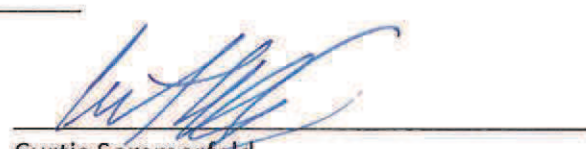
2. Probationary Member Leave of Absence Without Pay

Any probationary member may request a leave of absence without pay from the member's current position for less than thirty (30) days. Such requests must be submitted in writing to the College prior to the start of the requested leave. A written response to any such request shall be given to the applicant no more than ten (10) days after receipt of the request. The best interest of the College will be considered in the granting of such leave. The decision of the College shall be final and binding. Requests shall be considered in good faith and shall not be arbitrarily denied.

Unpaid days will not count as days worked. The member shall accrue balances of any sick leave, vacation time, and any of the other benefits called for in this contract.

Agreed this date, 11/30/2015

  
Mike Lawrence  
President, RCCOSEA

  
Curtis Sommerfeld  
VP of College Services

Memorandum of Understanding  
Number 12/17-24

Rogue Community College  
and  
RCC Oregon School Employees Association Chapter 152

Salary for Classified employees for 2015/16 shall typically increase by 4.00% (COLA + Adjustment).

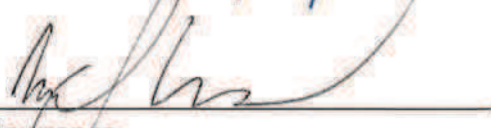
The overall salary schedule will increase by 0.80% (Dec-Dec CPI-U) per 9.A.1 and MOU 12/17-17. Each Classified employee employed on 7/1/2015 will receive the COLA amount as of 7/1/2015.

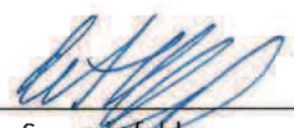
Each Classified employee employed on 7/1/2015, except as further clarified, will receive a salary adjustment of 3.20% as of 7/1/2015, per 9.A.2.

Salary adjustment clarifications:

- Classified employees will in no case receive a salary adjustment resulting in pay above the applicable salary schedule maximum, per 9.A.3.
- Classified employees who received an unsatisfactory evaluation in 2014/15 shall not be eligible for the 2015/16 adjustment.
- Classified employees who are on an initial probation as of 7/1/2015 shall receive the 2015/16 adjustment upon satisfactory completion of their probation, to be applied the first of the month following the date of their regular status if attained during 2015/16.
- The salary adjustment will not be construed as determining precedent for any other future situation.

Agreed this date, 6/29/2015

  
Mike Lawrence  
President, RCCOSEA

  
Curtis Sommerfeld  
VP of College Services

Memorandum of Understanding  
Number 12/17-25  
2012-2017 Collective Bargaining Agreement

Rogue Community College  
and  
RCC Oregon School Employees Association Chapter 152

Rogue Community College (RCC) and the RCC Oregon School Employees Association (RCCOSEA) agree to the following contract changex, to be effective July 1, 2015:

Article 1.B (Definition of Terms) (7<sup>th</sup> bullet):

Prior language:

- Same-Sex Domestic Partner  
It is understood that any benefits provided to the spouse of a member shall be provided to same-sex domestic partners, subject to IRS and insurance carrier requirements.

New language:

- Domestic Partner  
It is understood that any benefits provided to the spouse of a member shall be provided to domestic partners, subject to IRS and insurance carrier requirements.

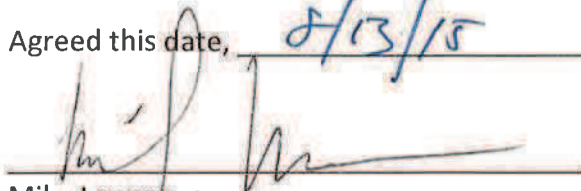
Article 9.C.2 (Compensation / Group Insurance Coverage / Eligibility)

New language (inserted following c):

d) It is understood that any benefits provided to the spouse of a member shall be provided to domestic partners as defined by insurance carrier. Benefits are subject to state and federal regulations as well as insurance carrier guidelines.

\* "Family" is defined by the College's current insurance provider.

Agreed this date, 2/13/15

  
Mike Lawrence,  
President, RCCOSEA

  
Curtis Sommerfeld  
VP of College Services



Memorandum of Understanding  
Number 12/17-26  
2012-2017 Collective Bargaining Agreement

Rogue Community College  
and  
RCC Oregon School Employees Association Chapter 152

Rogue Community College (RCC) and the RCC Oregon School Employees Association (RCCOSEA) agree to the following contract change, to be effective January 1, 2016:

Article 7.A.1 (Illness and Injury Leave / Personal Illness / Amount):

Prior language:

1. Amount

Members shall accrue personal illness leave of 8 hours maximum per month, pro-rated by their authorized percent. Members must work (including paid leave) 75% or more of their scheduled percent for the month to accrue any personal illness leave.

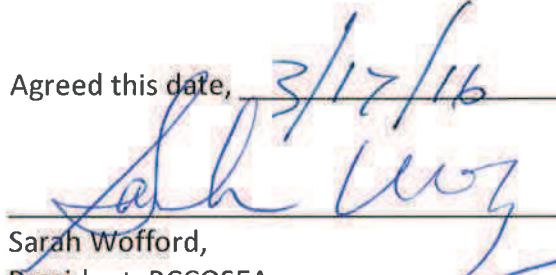
New language:

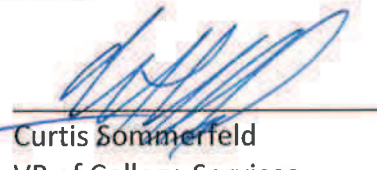
1. Amount

Members shall accrue personal illness leave of 8 hours maximum per month, pro-rated by their authorized percent. Members must work (including paid leave) 75% or more of their scheduled percent for the month to accrue any personal illness leave.

Members whose authorized percent is less than 50% shall be subject to the provisions of the Oregon Sick Leave Law effective January 1, 2016.

Agreed this date, 3/17/16

  
\_\_\_\_\_  
Sarah Wofford,  
President, RCCOSEA

  
\_\_\_\_\_  
Curtis Sommerfeld  
VP of College Services

Memorandum of Understanding  
Number 12/17-27  
2012-2017 Collective Bargaining Agreement

Rogue Community College  
and  
RCC Oregon School Employees Association Chapter 152

Rogue Community College (RCC) and the RCC Oregon School Employees Association (RCCOSEA) agree to the following contract change, to be effective January 1, 2016:

Article 4.G (Hours and Overtime / Call back and Unscheduled Work):

Replace with:

Response to any particular call back or unscheduled work situation will be mutually agreed upon between Management and the member, without retribution. In the event of a bona fide emergency, Management may require members to report for work.

In the event of a voluntary call back to work outside of a member's scheduled work shift, the member shall be guaranteed no less than one hour of compensated time at the member's regular rate of pay. In the event of an involuntary call back to work outside of a member's scheduled work shift, the member shall be guaranteed no less than one hour of compensated time at the member's overtime rate of pay or as compensatory time equal to one and one-half times the actual hours worked.

A member who is on leave the day of the call back will have the applicable leave time restored. Any required travel time will be considered as hours worked.

Article 4.H (Hours and Overtime / College Facility Closure):

Replace with:

In the event of an emergency, inclement weather, predetermined situation, or other unanticipated closure of any college facility, members who normally report to duty at that facility will not suffer a reduction in pay. Members who work at multiple facilities will report to a different facility if open and approved by their supervisor. When a facility closure is scheduled for such reasons as an unpaid furlough day or closure as referred to in Article 9.A.4, members will not be paid.

Members who are unable to report for duty due to inclement weather and the college is open at their assigned work location are required to use any available compensatory time, contract leave, or vacation leave. Unpaid leave is to be used if no compensatory time, contract leave, or vacation leave is available.

Members required to report for duty to a closed facility or remain at work during a partial day closure will be provided with overtime or compensatory time equal to one and one-

half times the actual hours worked, to be used at a mutually agreeable date with their supervisor.

Partial day closures will begin at the time the announcement is sent out. Members will be required to leave campus immediately and not return until campus is reopened. Failure to follow closure announcements may result in disciplinary action.

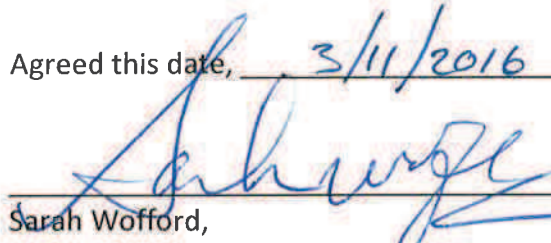
All-day closures will be considered to begin at 12:00AM midnight of the day of the closure, regardless of the time the decision is actually announced. Members who report for duty prior to the closure announcement, and who had no reasonable opportunity to be aware of the closure prior to reporting for duty, will be compensated for the hours worked as if required to report for duty. After the closure announcement, and if not required to remain at work, the member will be compensated as if the member had not reported for duty.

In the event of a delayed opening, members who are scheduled to report for duty prior to the delayed opening announcement and who had no reasonable opportunity to be aware of the delay prior to reporting for duty, will be compensated for the hours worked as if required to report for duty. After the delay announcement, and if not required to remain at work, the member will be compensated as if the member had not reported for duty.

Members are expected to check all available avenues including, but not limited to: the College website, College e-mail, the main College phone number, local television and radio stations or supervisor to determine if the College is delayed or closed.

Agreed this date, \_\_\_\_\_

3/11/2016

  
\_\_\_\_\_  
Sarah Wofford,  
President, RCCOSEA

  
\_\_\_\_\_  
Curtis Sommerfeld  
VP of College Services

Memorandum of Understanding  
Number 12/17-28  
2012-2017 Collective Bargaining Agreement

Rogue Community College  
and  
RCC Oregon School Employees Association Chapter 152

Rogue Community College (RCC) and the RCC Oregon School Employees Association (RCCOSEA) agree to the following contract change, to be effective January 1, 2016:

Article 9.F.1 (Compensation/Tuition Waiver/Eligibility):

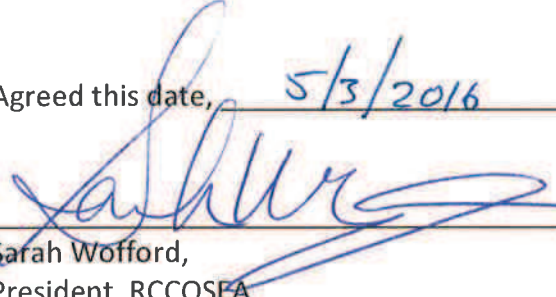
Current Language:


Each member, their spouse, and their dependent children shall be entitled to enroll for credit classes at Rogue Community College, with no tuition charge, based on the member's workload percentage:

Replace with:

Members are eligible for a tuition waiver of up to 12 credits per term, based on the member's workload percentage. The credits can be used by the employee, a spouse, and/or legally dependent child(ren) of the employee, up to the combined total of the eligible credits.

Agreed this date, 5/3/2016

  
Sarah Wofford,  
President, RCCOSEA

  
Curtis Sommerfeld  
VP of College Services