

**SPECIAL MEETING
COLLEGE BOARD OF EDUCATION**

CHEMEKETA COMMUNITY COLLEGE
4000 Lancaster Drive NE
Salem, Oregon

April 24, 2025

- I. Executive Session** **1:40-2:00 pm** **Closed Meeting**
Executive Session is called in accordance with ORS 192.660 (2) (d) to conduct deliberations with persons designated by the governing body to carry on labor negotiations.
- II. Special Session** **2:00 pm** **Web Conferencing/Live Stream**
- A. Call to Order
 - B. Chemeketa Land Acknowledgment 1
 - C. Roll Call
 - D. Separate Action
 - 1. Ratification of the Chemeketa Faculty Association Contract 2–9
David Hallett, Vice President—Academic and Student Affairs
 - E. Adjournment

Chemeketa Community College prohibits unlawful discrimination based on the following:

- Race
- National Origin
- Disability
- Gender
- Pregnancy
- Domestic Abuse Victim
- Protected Hairstyle (CROWN Act)
- Victims of Domestic Violence (Sexual Assault, Stalking, and/or Harassment)
- Color
- Sex
- Protected Veteran Status
- Gender Identity/ Expression
- Whistleblowing
- Expunged Juvenile Record
- Political Affiliation or Belief
- Religion
- Marital Status
- Age
- Sexual Orientation
- Genetic Information
- Injured Workers
- Tobacco Use During Work Hours

Or any other status protected by federal, state, or local law in any area, activity, or operation of the College. The College also prohibits retaliation against an individual for engaging in activity protected under this policy and interfering with the individual's rights or privileges granted under federal, state, or local laws.

Under College policies, equal opportunity for employment, admission, and participation in the College's programs, services, and activities will be extended to all persons, and the College will promote equal opportunity and treatment through the application of its policies and other College efforts designed for that purpose.

Section 504/ADA Coordinator for Students

For concerns, inquiries, or complaints regarding student disability accessibility and accommodations contact: Karen Alexander, Director, Student Accessibility and Testing Services
503.399.5276

Affirmative Action for Employees

For concerns, inquiries, or discrimination complaints or to ensure equal opportunity in employment, contact: Patrick Proctor, Associate Vice President, Human Resources
503.315.4586

Persons having questions or concerns about Title IX, which includes gender-based discrimination, sexual harassment, sexual violence, gender-based violence, and stalking, contact the Title IX coordinator, Jon Mathis at 503-584-7323, 4000 Lancaster Dr. NE, Salem, OR 97305, or <http://go.chemeketa.edu/titleix>.

All persons having questions or concerns related to Equal Employment Opportunity or Affirmative Action should contact the Affirmative Action Officer at 503.315.4586, 4000 Lancaster Dr. NE, Salem, OR 97305.

Individuals may also contact the U.S. Department of Education, Office for Civil Rights (OCR), 810 3rd Avenue #750, Seattle, WA 98104, 206.607.1600.

To request this publication in an alternative format, please call 503.399.5192. For language access please call 503.315.4586 or email patrick.proctor@chemeketa.edu.

CHEMEKETA COMMUNITY COLLEGE LAND ACKNOWLEDGEMENT

Prepared by

Ken Hector, Chair—Board of Education

We are gathered today on the land of the Kalapuya (pronounced “**cal-uh-poo-yuh**”), who today are represented by the Confederated Tribes of the Grand Ronde and the Confederated Tribes of the Siletz Indians, whose relationship with this land continues to this day.

We offer gratitude for the land itself, for those who have stewarded it for generations, and for the opportunity to study, learn, work, and be in community on this land. We acknowledge that our college’s history, like many others, is fundamentally tied to the first colonial developments in the Willamette Valley.

Finally, we respectfully acknowledge and honor past, present, and future Indigenous students of Chemeketa Community College.

RATIFICATION OF THE CHEMEKETA FACULTY ASSOCIATION CONTRACT

Prepared by

Alice Sprague, Vice President—Governance and Administration
David Hallett, Vice President—Academic and Student Affairs
Jessica Howard, President/Chief Executive Officer

The Chemeketa Faculty Association voted to ratify a new three year contract which runs from July 1, 2024 through June 30, 2027.

Details of the proposed new contract have been discussed with the board in an Executive Session.

It is recommended that the College Board of Education approve the new collective bargaining agreement with the Chemeketa Faculty Association to be effective July 1, 2024.

Salary schedules are attached for reference.

**FULL-TIME FACULTY; PART-TIME (ADJUNCT) BARGAINING FACULTY; AND PART-TIME
NON-BARGAINING NON-CREDIT FACULTY SALARY SCHEDULES
FOR 2024–2025 AND 2025–2026**

Prepared by

Patrick Proctor, Associate Vice President—Human Resources
Alice Sprague, Vice President—Governance and Administration
David Hallett, Vice President—Academic and Student Affairs

FULL-TIME FACULTY

Attached are the 2024–2025 and 2025–2026 salary tables for full-time salaried faculty.

The 2024–2025 salary schedule reflects a five percent (5%) adjustment to all steps and an additional top step (step 16), 5 percent (5%) above the previous step. Eligible employees will receive step increases as agreed in the contract.
Effective: Retroactive to July 1, 2024

The 2025–2026 salary schedule reflects a four point two five percent (4.25%) adjustment to all steps and an additional top step on the salary schedule (step 17), 5 percent (5%) above the previous step. Eligible employees will receive step increases as agreed in the contract.
Effective: July 1, 2025

PART-TIME (ADJUNCT) BARGAINING FACULTY

Attached are the 2024–2025 and 2025–2026 salary tables for part-time (adjunct) faculty.

The 2024–2025 salary schedule reflects an index to the 172-day full-time faculty schedule at 67 percent (67%). Eligible employees will receive step increases as agreed in the contract. The Required Meeting Rate is \$52.02, and the Curriculum Development Rate is \$57.60.
Effective: retroactive to Fall Term 2024 and through Summer Term 2025

The 2025–2026 salary schedule reflects an index to the 172-day full-time faculty schedule at 69 percent (69%). Eligible employees will receive step increases as agreed in the contract. The Required Meeting Rate is \$55.83, and the Curriculum Development Rate is \$61.81.
Effective: Fall Term 2025 and through Summer Term 2026

PART-TIME (ADJUNCT) NON-BARGAINING NON-CREDIT FACULTY

Attached are the 2024–2025 and 2025–2026 salary tables for part-time (adjunct) non-bargaining non-credit faculty.

The 2024–2025 salary schedule reflects a five percent (5%) adjustment to all steps.
Effective: retroactive to Fall Term 2024 and through Summer Term 2025

The 2026–2026 salary schedule reflects a four point two five percent (4.25%) adjustment to all steps.
Effective: July 1, 2025

It is recommended that the Board of Education approve the new Faculty Salary Schedules for 2024–2025 and 2025–2026.

Separate Action-1
April 24, 2025

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