

# MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (“MOA”) is entered into by and between Umpqua Community College, hereinafter referred to as the “College,” and the Association of Classified Employees of Umpqua Community College, hereinafter referred to as the “Association.”

The College and the Association have concluded the 2023 reopener negotiations as outlined in Article 25, Term and Execution of Agreement, of the Classified Bargaining Agreement, hereinafter referred to as the “CBA”. The College and the Association agree to the following changes and additions to the 2021-2025 CBA:

- ARTICLE 14 - Compensation, Section A.1. will have the following addition:

Effective July 1, 2023, the first step of each grade on the Classified Wage Schedule will be increased by 2.5%, and the index between each step will remain 2.25%.

- ARTICLE 15 - Employee Benefits, Section A will have the following addition:

Effective October 1, 2023, the College’s monthly contribution to insurance benefits will be increased by \$25 to a maximum of \$1455, \$1505 for those making less than \$36,000 per year.

- APPENDIX A Wage Schedule will change to the following:

Effective July 1, 2023

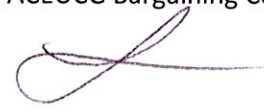
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18
100	26.92	27.52	28.14	28.77	29.42	30.08	30.76	31.45	32.16	32.88	33.62	34.38	35.15	35.95	36.75	37.58	38.43	39.29
90	24.33	24.88	25.44	26.01	26.60	27.20	27.81	28.43	29.07	29.73	30.40	31.08	31.78	32.50	33.23	33.97	34.74	35.52
80	21.74	22.23	22.73	23.24	23.76	24.30	24.85	25.40	25.98	26.56	27.16	27.77	28.39	29.03	29.69	30.35	31.04	31.74
70	19.16	19.59	20.03	20.48	20.94	21.41	21.89	22.39	22.89	23.40	23.93	24.47	25.02	25.58	26.16	26.75	27.35	27.96
60	18.12	18.53	18.95	19.37	19.81	20.25	20.71	21.18	21.65	22.14	22.64	23.15	23.67	24.20	24.75	25.30	25.87	26.45
50	17.09	17.47	17.86	18.27	18.68	19.10	19.53	19.97	20.42	20.88	21.34	21.83	22.32	22.82	23.33	23.86	24.39	24.94
40	16.05	16.41	16.78	17.16	17.55	17.94	18.34	18.76	19.18	19.61	20.05	20.50	20.96	21.44	21.92	22.41	22.92	23.43
30	15.53	15.88	16.24	16.60	16.97	17.36	17.75	18.15	18.55	18.97	19.40	19.84	20.28	20.74	21.20	21.68	22.17	22.67

Additionally, full-time Classified employees will work 8 hour days Monday through Thursday from July 10 through September 4, 2023. Fridays will be paid days off during those weeks.

All other provisions of the CBA remain in effect.

  
 \_\_\_\_\_  
 ACEUCC Bargaining Co-Chair

6/26/23  
 \_\_\_\_\_  
 Date

  
 \_\_\_\_\_  
 ACEUCC Bargaining Co-Chair

6/26/23  
 \_\_\_\_\_  
 Date

\_\_\_\_\_  
 Umpqua Community College President

\_\_\_\_\_  
 Date

\_\_\_\_\_  
 Umpqua Community College Board of Education

\_\_\_\_\_  
 Date