



Memorandum of Agreement

BETWEEN: Clackamas Community College ("Employer")

AND: The Clackamas Community College Education Association

I. Background

In 2021, Clackamas Community College and the Clackamas Community College Education Association entered into a Memorandum of Understanding (MOU) to allow exceptions to the initial step placement of nursing faculty. The "Nursing Crisis Circumstances" MOU was reached in recognition that:

- An authorized full-time faculty position remained unfilled through one or more hiring cycle(s) due to a lack of applicants or failed search(es);
- Clear evidence existed that there is a state, regional and/or national shortage of qualified candidates for community college faculty in the discipline; and
- Data indicated that lack of a competitive starting salary is a significant barrier for potential candidates.

The MOU was in place between July 1, 2021 to June 30, 2024, with an extension to June 30, 2026.

In light of the continued shortage of qualified candidates for community colleges in the discipline and the continued lack of a competitive salary relative to market conditions for qualified candidates, the Administration has asked the Association to enter into another extension of this MOU.

II. Agreement

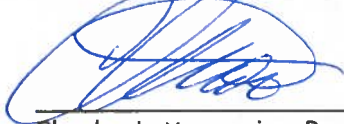
The signatory parties agree to the below without prejudice.

- 1) The Administration and the Association agree to an exception to Article 5.C of the 2023-26 Full-Time Faculty Agreement currently in force, enabling the College President to approve a recommendation to hire new Nursing faculty at Step 2, since the following circumstances indicate an ongoing hiring crisis for Nursing faculty.
 - a. Clear evidence exists that there is a state, regional and/or national shortage of qualified candidates for community college faculty in the discipline
 - b. Data indicates that lack of a competitive starting salary is a significant barrier in hiring

potential candidates and retaining Nursing faculty.

- 2) The College President and Vice President of Instruction and Student Services will discuss options and consult with the Faculty Association leadership before approving such a recommendation, and will consider other conditions, such as:
 - the number of full-time faculty in the department;
 - the availability of part-time faculty to teach;
 - the preparation and experience of full-time faculty in the department;
 - the ability of students and potential students to access and benefit from the program, and other documented needs.
- 3) This agreement applies to current and future open positions in the Nursing program.
- 4) New faculty hired according to the provisions of this MOA will follow the administrative evaluation process for probationary faculty as outlined in the current FTF Agreement regardless of initial step placement.
- 5) This agreement will end on June 30, 2028, unless the Association and Administration agree to extend it.

The Clackamas Community College Education Association, OEA



Charles Lettenmaier, President

6-24-2026

Date

Clackamas Community College



David Plotkin, Vice President, Instruction and Student Services

6-25-2026

Date



Melissa McCormack, Chief Human Resources Officer

7-1-2026

Date