

CCC Board of Education – Topic Summary	
Topic:	Bargaining Agreement between the Association of Classified Employees (ACE) and Clackamas Community College
Date:	September 27, 2023
Presenter:	Melissa Richardson McCormack, Chief Human Resources Officer
Division/Department:	College Services
RECOMMENDATION:	Approve the contract between the Clackamas Community College and the Association of Classified Employees (ACE), effective July 1, 2023, through June 30, 2026.

REASON FOR BOARD CONSIDERATION:

The bargaining agreement between the Association of Classified Employees and Clackamas Community College expired on June 30, 2023.

BACKGROUND:

The bargaining sessions with ACE and the Administrative Bargaining Teams began in February of 2023. The College based the negotiations on three Board goals. These goals are:

- **Sustainability** – The College must be able to meet the needs of the district we serve through sustainable and fiscally responsible practices and management flexibility as we anticipate the next three years and beyond.
- **Fairness** – The College is committed to being equitable to all employee groups and recognizes the employee groups may differ in the way financial resources are distributed across their members/our employees.
- **Competitiveness** – The College recognizes the current market and desires to be in the middle, taking a moderate, but strategic stance on how our salary schedules and benefits compete for qualified personnel.

On July 12, 2023, the Clackamas Community College Administrative Bargaining Team reached a tentative agreement with the Association of Classified Employees on a new three-year contract. The ACE voted to ratify the new contract in August.

SOURCE OF FUNDS:

Salaries and benefits for Classified employees are paid for out of general and other funds.

ATTACHMENTS:

Classified Contract Settlement Memo.