

~~ARTICLE 29 – CONTRACTED FACULTY STEP PLACEMENT~~

~~29.1 – Work Experience Placement on Steps.~~ Original placement will be as follows:

~~29.1.1 Individuals who hold at least a bachelor's degree from an accredited institution will be granted one (1) step for each full year of applicable experience. Teaching experience shall be prorated such that one year credit shall be granted for 1.0 academic year FTE. All terms including summer shall count toward experience calculations but shall not exceed one year's credit per year.~~

~~Examples for heuristic purposes:~~

~~29.1.1.1 Teaching 1.0 FTE for one academic year equals one (1) year experience credit.~~

~~29.1.1.2 Teaching 1.0 FTE for one academic year and .5 during summer equals one (1) year experience credit.~~

~~29.1.1.3 Teaching 0.5 FTE each term for three terms of one academic year equals 0.5 year experience credit.~~

~~29.1.1.4 Teaching 0.5 FTE for each term for three terms of one academic year plus 0.5 FTE during summer equals 0.67 year experience credit. i.e. $(0.5+0.5+0.5+0.5) / 3 = 0.67$~~

~~29.1.2 Individuals who do not hold a bachelor's degree will be granted one (1) step for each two full year of verified applicable experience away from Lane Community College. For purposes of this section, a four (4) year learning and training period plus three (3) years of journeyman experience will be considered equivalent to a bachelor's degree for occupational education instructors; however, the experience counted toward level placement will not be counted for step placement.~~

~~29.1.3 A maximum five additional steps will be provided for relevant work experience.~~

~~29.1.4 Experience required for minimum qualifications shall not be subtracted for the purpose of original placement.~~

29.21.1 Placement Correction. Retroactive compensation for salary placement corrections shall be limited to the beginning of the academic year in which the successful appeal is made. Contracted faculty and the Association shall be provided a written explanation from Human Resources that documents their original step placement decision upon appointment and the College will provide

~~contracted employees and the Association the criteria and data used to arrive at step placement.~~