

**Memorandum of Understanding
between Pierce College Federation of Teachers (PCFT) and
Pierce College District 11 (Pierce College)**

The parties have agreed to the following revision of the 2019-22 Negotiated Agreement:

1. In Section 9.5, Voluntary Employee Beneficiary Association (VEBA) for Community & Technical Colleges, replace "RCW 41.04.340" with "RCW 28B.50.553".
2. Remove sections 11.15 and 13.13, Sick Leave Cash-Out (Attendance Incentive Program) and replace with this language:

SECTION 11.15 (13.13): SICK LEAVE CASH-OUT (ATTENDANCE INCENTIVE PROGRAM)

Adjunct faculty may participate in the sick leave cash-out program as established in RCW 28B.50.553 and administered by the district. Upon retirement, faculty election to participate in the VEBA program may require that the cash-out be placed in a trust account for medical expenses [See Section 9.5.].

3. Remove sections 11.16 and 13.14, Calculation of Hourly Rate for cash-out and payroll purposes, and replace with this language:

SECTION 11.16 (13.14): CALCULATION OF HOURLY RATE FOR CASH-OUT AND PAYROLL PURPOSES

For payroll calculations such as, sick leave cash out, shared leave, and leave without pay, per-credit instructional rates for adjunct faculty will be converted to an hourly rate as follows:
For each credit, dollars per credit divided by 20 hours.

Example: 5 credit lecture class = \$4,414.75

\$4,414.75 divided by 100 hours = \$44.15 hourly rate

This calculation will be in effect for all sick leave cash-out and all shared leave or leave without pay calculations performed from July 1, 2019 forward.

Adjunct faculty paid instructional rates on a per-student basis will have the calculated hourly rate above (based on per-credit) used for sick leave cash-out, shared leave, and leave without pay.

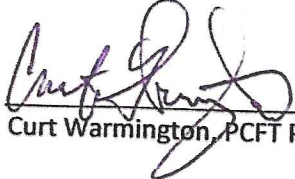
Adjunct faculty paid hourly rates (e.g., Librarians, Counselors) will have actual hourly rates used for sick leave cash-out, shared leave, and leave without pay instead of this calculation.

Existing sick leave balances as of June 30, 2019 will be recorded and the number of hours preserved at an hourly rate of \$81.27 only for the purpose of calculating one-time lump sum buy-out payments for affected employees at the time of retirement pursuant to the terms of the 2020 Settlement Agreement between the union and the college. Preserved hours will be used last when sick leave is used according to this agreement (newer balances will be depleted first).

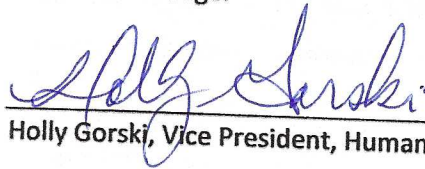
As with all accrued sick leave, any preserved hours are subject to loss after a break in service in accordance with Section 11.12.C.

Agreed to by the parties on the date signed below:

For the PCFT:


Curt Warmington, PCFT President _____ 12/1/2020
Date

For Pierce College:


Holly Gorski, Vice President, Human Resources _____ 12/01/2020
Date