Memorandum of Understanding

Between Pierce College Federation of Teachers (PCFT) and Pierce College District 11 (Pierce College)

Implementation of additional compensation for high demand/high wage faculty under HB 2158

Note: the need for this agreement was prompted by, and all additional money will be paid out of, special funding allocated by the WA state Legislature to support faculty in high demand/high wage areas (HB 2158). If this designated funding ends, payment of additional money for salaries will also end. The temporary nature of the funding is the primary reason the additional money is paid as a stipend and not considered part of the faculty member's base pay.

Effective July 1, 2020, the parties agree to provide additional compensation to faculty teaching designated high wage/high demand courses as an adjunct, moonlight, or off-contract class as explained below.

A stipend equal to 20% of the regular payment for the course for adjunct, moonlight, or off-contract classes, for each identified course in a high demand/high wage area.

High Demand/High Wage Area	
Computer and Network Engineering	
Computer Information Systems	
Construction Management	
Dental Hygiene	
Digital Design	
EMT/EMS	1
Engineering	
Fire Services Leadership & Management	5
Homeland Security/Emergency Management	
Programming/Computer Science	
Veterinary Medicine	

See attached list for identified courses in these areas to be compensated for Summer 2020, Fall 2020, and Winter 2021.

As stated above, if the Legislature ends or reduces funding under HB 2158, these stipends will end or be reduced. In no circumstances will Pierce College's local operating funds (without HB 2158) pay for these stipends.

PCFT and Pierce College will re-negotiate high demand/high wage class stipends each year, depending upon available funds and total number of courses taught, so that expenditures do not exceed available funds.

Agreed to by the parties on the date signed below:

For the PCFT:

Curt Warmington **PCFT President**

For Pierce College:

04/12/2021

Date

Date

Holly Gorski, Vice President, Human Resources High Demand Adjunct MOU

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