

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 full-time 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. If the funding amount is reduced, the parties agree to revise these stipend amounts accordingly. 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 for the full-time faculty listed below as follows:

A fixed annual stipend of \$20,000, paid out over the academic year, in addition to the faculty member's regular base salary. General wage increases will not apply to this stipend amount.

If any faculty member on this list is currently receiving an annual stipend as per Section 10.2 of the Negotiated Agreement (typically such stipends are \$7,500), this stipend replaces that amount and is not in addition to it.

Faculty Member	High Demand/High Wage Area
Ciaran Bloomer	Computer and Network Engineering
Donna Moran	Computer Information Systems
Sharon Huitsing	Computer Information Systems
Dolores Kelley	Construction Management
Carolyn Robertson	Dental Hygiene
Grace Hardy	Dental Hygiene
Kathy Bassett	Dental Hygiene
Leigh Rooney	Digital Design
Min Pak	Digital Design
Joseph Koehler	EMT/EMS
Alan Man	Engineering
Roya Sabeti	Engineering
Joseph Dilley	Fire Services Leadership & Management
Brian (Scott) Preston	Homeland Security/Emergency Management
John Pennington	Homeland Security/Emergency Management
Phillip Forkner	Programming/Computer Science
Salvador Hurtado	Veterinary Medicine

Additional Notes Regarding Full-time Faculty Stipends:

1. The parties have discussed whether the new stipend is intended to add contracted days to the full-time faculty member's schedules and agree it is not. The standard academic contract remains 174 days. It is understood that faculty may choose to do their own work during the summer/off quarter and departments may have worked out a way to address off-quarter needs, should they arise. This

agreement is not intended to change those arrangements.

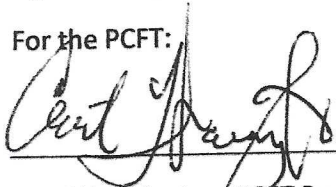
2. The parties have discussed what types of work might be eligible for additional stipends if/when they arise in the future after the proposed new annual stipends are put into place. They agree that program-specific accreditation and major curricular redesign work are examples of such work. Other work that all full-time faculty are expected to perform, such as updating curriculum to maintain currency, participating in Pierce College's accreditation cycle, and faculty workload as described in Article 7.0 of the negotiated agreement, are covered by a faculty member's base salary and would not result in additional stipends. Please note these are examples of types of work and not an exhaustive list.

PCFT and Pierce College are still in the process of negotiating high demand/high wage salary increases (stipends) for adjunct faculty. If, as a result of the conclusion of that bargaining, the parties feel that full-time faculty stipends need to be revised, this MOU may be revised or replaced through mutual agreement.

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 additional stipends.

Agreed to by the parties on the date signed below:

For the PCFT:



Curt Warmington, PCFT President

12/16/2020

Date

For Pierce College:



Holly Gorski, Vice President, Human Resources

12/16/2020

Date