

Memorandum of Understanding

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

Implementation of additional compensation for Nursing 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 for nurse educators by the WA state Legislature (HB 2158). If this designated funding ends, payment of additional money for salaries will also end. This 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, 2019, the parties agree to provide additional compensation for nursing faculty as follows:

1. For full-time faculty:

A fixed dollar amount stipend of \$28,200 annually 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. This stipend replaces the \$7,500 annual stipend previously provided by Pierce College to nursing faculty.

Examples of actual base salaries with this stipend added for academic year 2019-20:

Laura/Vicki: $\$61,974.50 + \$28,200 = \$90,174.50$

Mindi/New Hire: $\$61,025.00 + \$28,200 = \$89,225.00$

2. For adjunct nursing faculty rates and full-time faculty moonlight and summer/off-quarter rates:

A fixed dollar amount stipend for each existing pay type based on a 22.5% increase over current (Winter 2020) rates. Like the full-time stipends, these amounts will remain the same over time and not be subject to general wage increases.

Actual stipend amounts, along with an example of the stipend added to current pay rates:

Adjunct level 1 lecture (per credit) stipend: \$198.66

- Example of stipend with current rate: $\$882.95 + 198.66 = \$1,081.61$

Adjunct level 1 lab (per lab hour) stipend: \$15.32

- Example of stipend with current rate: $\$68.11 + 15.32 = \83.43

Adjunct level 2 lecture (per credit) stipend: \$205.86

- Example of stipend with current rate: $\$914.94 + 205.86 = \$1,120.80$

Adjunct level 2 lab (per lab hour) stipend: \$15.88

- Example of stipend with current rate: $\$70.58 + 15.88 = \86.46

Adjunct level 3 lecture (per credit) stipend: \$213.06

- Example of stipend with current rate: $\$946.93 + 213.06 = \$1,159.99$

Adjunct level 3 lab (per lab hour) stipend: \$16.43

- Example of stipend with current rate: $\$73.04 + 16.43 = \89.47

Moonlight lecture (per credit) stipend: \$190.03

- Example of stipend with current rate: $\$844.56 + 190.03 = \$1,034.59$

Moonlight lab (per lab hour) stipend: \$14.89

- Example of stipend with current rate: $\$66.17 + 14.89 = \81.06

Summer/off quarter lecture (per credit): \$201.88

- Example of stipend with current rate: $\$897.24 + 201.88 = \$1,099.12$
Summer/off quarter lab (per lab hour) stipend: $\$15.93$
- Example of stipend with current rate: $\$70.80 + 15.93 = \86.73

3. Full-time faculty release time for coordination, two positions:

1. 15-credit release time for SIM lab coordination, and
2. 15-credit release time for clinical coordination,

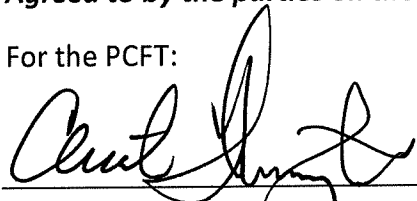
provided that all release time is subject to periodic review and may be changed or ended as per Pierce College's existing processes for released time and coordination.

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. Academic year contracts will remain at 173 (174 starting next year) days. It is understood that faculty may choose to do their own work during the summer and the Nursing faculty have worked out a way to address summer needs, should they arise. This agreement is not intended to change that.
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 Nursing 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.

Agreed to by the parties on the date signed below:

For the PCFT:




Curt Warmington, PCFT President

2/12/2020

Date

For Pierce College:



Holly Gorski, Vice President, Human Resources

02/12/2020

Date