

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

**Adjunct Faculty Level 2 Pay Rates**

*The parties met during Winter and Spring quarters 2022 to discuss a limited number of bargaining topics and authorize specific changes to the Negotiated Agreement to be effective July 1, 2022. This is one of those changes.*

*The parties agree to carry forward these language changes during official bargaining for the July 2023 – June 2026 Negotiated Agreement (contract bargaining expected to begin February 2023).*

Adjunct Faculty Level 2 rates will be increased to the current Level 3 rates.

Using the rates in effect for Fall and Winter quarter 2023, these are the changes:

**Level 2 (Associate Adjunct Faculty) Pay Rates**

		<b>Old Rate</b>	<b>New Rate</b>	<b>Unit</b>	<b>Source</b>
2a	Lecture Rate:	<del>\$1,039.09</del>	\$1,074.93	Per Credit	Section 11.5
		<del>\$5,195.45</del>	\$5,374.65	Per 5-credit Lecture Class	Section 11.5
2b	Per Student Lect Rate (On-line [not JBLM], internships, etc. classes < 15 students):	<del>\$69.27</del>	\$71.66	Per Student per Credit	Section 7.8
2c	Lab Rate:	<del>\$80.30</del>	\$83.10	Per Lab Hour	Section 11.5
2d	Per Student Lab Rate (On-line [not JBLM], internships, etc. classes < 15 students):	<del>\$5.35</del>	\$5.54	Per Student x # of Lab Hours	Section 7.8
2e	Dentist Lab Rate:	<del>\$105.65</del>	\$109.33	Per Lab Hour	Section 11.7.B
2f	Librarian	<del>\$51.13</del>	\$51.36	Per clock hour	Section 11.7.B
2g	Advising (not requiring an FCA)	<del>\$26.77</del>	\$27.70	Per clock hour	Section 11.7.B

**Level 2 JBLM Online Adjunct/Moonlight Rates**

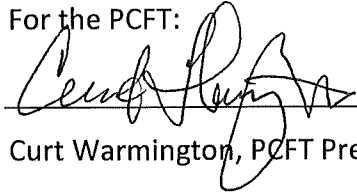
		<b>Old Rate</b>	<b>New Rate</b>	<b>Unit</b>	<b>Source</b>
2a	Lecture Rate:	<del>\$51.95</del>	\$53.75	Per Student per Credit	Section 13.4.C
		<del>\$259.75</del>	\$268.75	Per 5-credit Lecture Class	Section 13.4.C
2b	Lab Rate:	<del>\$80.30</del>	\$83.10	Per Student per Lab Credit**	Section 13.4.C

\*\* Lab "credits" = number of lab hours divided by 2.

Adjunct Level 3 rates are not changing at this time; however, the parties agree to address that topic during the upcoming contract bargaining.

**Agreed to by the parties on the date signed below:**

For the PCFT:

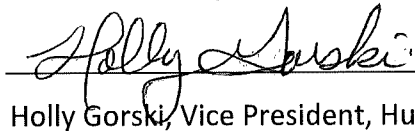


Curt Warmington, PCFT President

6/7/2023

Date

For Pierce College:



Holly Gorski, Vice President, Human Resources

6/7/2023

Date