Memorandum of Understanding
2026 – 2029 CBA-003

This Memorandum of Understanding is by and between Columbia Basin College ("CBC" or the "College") and the CBC Association for Higher Education ("AHE" or the "Association") representing the faculty bargaining unit of instructors, counselors, and librarians, and is incorporated by reference as part of the 2026-2029 Collective Bargaining Agreement.

Agreement – 2026-2029 Collective Bargaining Agreement Implementation

The parties have identified certain provisions and prior agreements requiring clarification, supplementation, or incorporation in connection with implementation of the 2026-2029 Collective Bargaining Agreement ("CBA"). The parties therefore agree to the following amendments, clarifications, and incorporated agreements.

Section 7.8 Workload Standards for Full-Time Faculty
Section 7.8.4.1.7 is added as follows:

> **7.8.4.1.7** All Mathematics courses will be capped at thirty (30) students.

Section 7.8.4.5 is added as follows:

> **7.8.4.5** Courses in an Online Modality: capped at thirty (30) students.

Section 7.8.4.6 is added as follows:

> **7.8.4.6** Courses in a Hybrid Modality: capped at thirty-three (33) students, unless specified above.

Section 7.8.5.1.4 is added as follows:

> **7.8.5.1.4** Not more than nine (9) hours per day shall elapse between the beginning of the first class and the end of the last class taught by a full-time faculty member unless the extension of this time span is necessary to provide the faculty member with a full-time assignment or unless the faculty member is being compensated for more than a full-time assignment on an extra-contractual basis.

Section 11.6.6 Tenure-Track Faculty Hired Prior to Ratification
Section 11.6.6 is replaced in its entirety with the following:

> **11.6.6** For tenure-track faculty members who began employment prior to ratification of this Agreement, the summative evaluation and recommendation

will be made during the faculty member's eighth (8th) quarter, excluding summers. The Appointing Authority will make the final decision to grant or withhold tenure, or extend the tenure review process, consistent with Sections 11.6.3 through 11.6.5.

Section 13.1 Faculty Annual Salaries

Nurse Educator. The following Nurse Educator differential-pay provisions apply from July 1, 2026, through June 30, 2027:

A. Full-Time Nursing Faculty

Full-time Nursing Faculty employed by the College to teach in the ADN, BSN, and Nurse Educator Programs shall be paid an additional twenty-six and one-half percent (26.5%) differential over the individual faculty member's base salary as set forth in the Salary Schedule in Section 13.1 of the CBA.

The Nurse Educator Programs are those taught by Nursing Faculty identified within the Nursing RIF Unit, as well as one-year temporary faculty and special faculty instructors supporting those programs. The differential will be paid in equal distributions consistent with each full-time faculty member's base-salary pay schedule under Section 13.1.6 of the CBA.

B. Adjunct Nursing Faculty

Adjunct Nursing Faculty teaching assigned instruction under the NRS course prefix, as identified in an appointment notice or reported through timecards or Faculty Workload payroll, shall be paid an additional twenty-six and one-half percent (26.5%) differential over the applicable base hourly rate set forth in Section 17.7.3 of the CBA.

The differential will be paid according to the published paydays for the applicable quarter. For hourly work reported by timecard, the differential will be paid on the next applicable payday when the time is submitted to the College's Human Resources Office by the payroll cutoff.

C. Funding Contingency and Duration

The differential pay described above is contingent upon State funding allocated to the College for Nurse Educator compensation. If such State funding is eliminated, reduced, or otherwise discontinued, the College may correspondingly discontinue or reduce the differential pay.

These differential-pay provisions remain effective through June 30, 2027, or until the applicable State funding is eliminated, reduced, or discontinued,

whichever occurs first, unless extended by mutual written agreement of the parties.

Master Craft. The parties agree that the following certifications are recognized as Master Craft certifications for purposes of Section 13.1:

- Senior Reactor Operator
- Certified Health Physicist

Section 13.3 Retention Stipends for Senior Professors

Section 13.3 is replaced in its entirety with the following:

> **13.3 Retention Stipends for Senior Professors.** Senior Professors are eligible to apply for annual retention stipends of $5,000 beginning three (3) years after being promoted to Senior Professor and every five (5) years thereafter. The criteria and process for eligibility are described in Appendix I.

Section 13.6 Faculty Leadership Positions

Section 13.6.1.1 is amended to add the following Faculty Lead position:

- Early Childhood Education Lead

Section 13.6.3.1 is amended to add the following Faculty Director position:

- Respiratory Therapy Director

Section 13.6.8.1.2 is amended to add the following:

> Counselor and Librarian Faculty Coordinator positions do not lend themselves to release time and will be compensated by stipend throughout the instructional year. Any release time otherwise due under this section will be converted to a stipend at the instructional rate of pay based on the equivalent contact hours.

Appendix K Professional Service Plan

The Professional Service Plan form in Appendix K is corrected by replacing the reference to Section 7.5 with Section 7.6.

Incorporation of MOUs 018 and 019

The following agreements are incorporated by reference into and made part of the 2026-2029 CBA for the period July 1, 2026, through June 30, 2029:

- 2023-2026 CBA-018, Agreement - College in the High School
- 2023-2026 CBA-019, Agreement - I-BEST Teaching Assignments

Effective Date and Duration

This MOU becomes effective upon execution by both parties and applies retroactively to July 1, 2026. Except for the Nurse Educator differential-pay provisions under Section 13.1, which are subject to the separate funding and duration provisions stated therein, this MOU will remain in effect through June 30, 2029, unless modified by mutual written agreement of the parties.

Steven Stauffer, President Association for Higher Education	Oct 7, 2026 Date
Corey Osborn, Vice President Human Resources & Legal Affairs	10/7/2026 Date