

Memorandum of Understanding
2018 – 2021 CBA-007

Bargaining teams representing Columbia Basin College (“CBC” or the “College”) and the CBC Association of Higher Education (“AHE” or the “Union”) met on July 30, 2019 to bargain the distribution of the I-732 General Salary Increase authorized under Section 936 of the 2019-2021 Appropriations Act. The outcome of the negotiations are reflected in this Memorandum of Understanding.

A. Full-time Faculty.

For full-time faculty, the distribution is in accordance with Section 13.1.4 of the 2018-2021 CBC/AHE Collective Bargaining Agreement, which states:

After June 30, 2019, COLAs, based on legislative funding, will be used to adjust faculty salaries of full-time, special faculty appointments, tenure-track and tenured faculty members as an equal distribution based on the number of faculty. COLA amounts will increase the Salary Schedule by appropriate means.

In accordance with this language, CBC and AHE agree that the equal distribution for the full-time faculty salary increase is \$2,163, beginning July 1, 2019. This increases the Salary Schedule as follows:

Section 13.1

Full-time Faculty Salary Schedule:

	Assistant Professor	Associate Professor	Senior Associate Professor	Professor	Senior Professor
(1) Minimum Qualifications of Position	\$59,163	\$63,153	\$67,422	\$71,990	\$76,278
(2) Doctorate/Master Craft /High Demand	\$61,443	\$65,593	\$70,033	\$74,784	\$79,867

- For those tenured faculty members whose base salary for the position exceeds the highest salary amount in the Salary Schedule above, the faculty member will be provided the equivalent \$2,163 base salary increase beginning July 1, 2019.
- For those special faculty appointments whose base salary for the position exceeds the Assistant Professor base salary amount in the Salary Schedule, the faculty member will be provided the equivalent \$2,163 base salary increase beginning July 1, 2019.

As personnel contracts for the 2019-2020 instructional year have been issued, the College’s Human Resources Office will note the amount of increase to each personnel contract and send the individual faculty member a new copy of the personnel contract via CBC e-mail. There will be no need for reissuance and signatures based on the agreement in this MOU.

Those faculty issued 4-quarter contracts beginning July 1, 2019 will also receive appropriate retroactive pay as soon as practicable.

B. Adjunct Faculty.

Pursuant to Section 17.7.1 of the CBA, compensation for adjunct faculty members and those full-time faculty members serving adjunct appointments will be computed using the Adjunct Salary Schedule in Table 1 of Article 17.

CBC and AHE agree to the distribution of the I-732 General Salary Increase, thereby increasing the different rates under Section 17.7.3 of the Adjunct Salary Schedule beginning July 1, 2019.

Section 17.7.3

Adjunct Salary Schedule:

Rate	July 1, 2019 – June 30, 2020	July 1, 2020 – June 30, 2021
Lecture	\$62.31	\$64.11
Lab	\$56.40	\$58.03
Non-Instructional (required)	\$42.42	\$43.65
Non-Instructional (offered and optional)	\$26.35	\$27.12

These rate changes will be noted in updated versions of Appendix H of the 2018-2021 CBA for both the 2019-2020 and 2020-2021 schedules and published on the CBC Labor Relations webpage.

Adjunct work performed as of July 1, 2019 will be subject to retroactive pay at the new hourly rates as soon as practicable.



Kay Lynn Stevens, President
Association for Higher Education

8/8/19

Date



Camilla Glatt, Vice President
Human Resources & Legal Affairs

8/8/19

Date