

Memorandum of Understanding
2018 – 2021 CBA-008

This Memorandum of Understanding is by and between Columbia Basin College (“CBC” or the “College”) and the CBC Association of Higher Education (“AHE” or the “Union”) representing the faculty bargaining unit of instructors, counselors and librarians and is incorporated by reference as part of the Collective Bargaining Agreement in duration from July 1, 2018 to June 30, 2021.

Recitals

Whereas, the CBC Board of Trustees, President Rebekah Woods, and administrators who supervise faculty know our faculty are at the heart of our students’ success and as such, should earn salaries reflective of the role they play in educating our students. Despite this, faculty salaries in the Washington State Community and Technical System (CTC) are not keeping up with K-12 faculty, private industry employees, and some public four-year institution.

Whereas, during this legislative session, the Washington State’s CTC System, CTC colleges and its’ presidents, worked diligently to educate the legislature on the need for competitive compensation for all faculty. A salary study mandated by the legislature during the 2017-19 legislative session supported concerns regarding faculty salaries. The study found that teaching faculty earn 12.4 percent less than faculty in peer states.

Whereas, except for Cost-of-Living-Adjustments, it has been nearly 11 years since the Legislature last invested in salary increases for CTC faculty. With the local funds authority for the last two contract negotiations, CBC eliminated the 150-point requirement, and worked with AHE to address compression by negotiating an updated promotion system for faculty access to progression through a salary schedule during promotion. CBC used local funds to support the promotion system and added incremental increases to the Adjunct Salary Schedule for the term of the 2018-2021 CBA.

Whereas, the CTC System asked for 3 percent faculty compensation increases for all faculty each year for the next four years to fill the 12.4 percent compensation gap. This request was in addition to the routine general wage increases provided by the state.

Whereas, the legislature provided funding for a general wage increase for all faculty, the distribution of which was bargained with AHE, the legislature unfortunately chose to only provide funding for additional salary monies for Nurse Educators under the Workforce Education Investment Act of 2019 - HB 2158, Part IV, Section 5(4). CBC received additional funding for appropriations provided solely to increase Nurse Educator salaries as of July 28, 2019. Though HB 2158 did not specify the amount of increase for Nurse Educator faculty salaries, earlier versions of the HB included a rate of 26.5%, which has been negotiated and/or used for salary increases at other CTCs. CBC also deemed this amount appropriate for payment of Nurse Educator differential pay to the College’s Nursing Faculty.

Agreement

Now, therefore, bargaining teams representing CBC and AHE met on July 31, 2019 to bargain the additional salary monies for CBC Nursing Faculty provided under Washington State House Bill 2158. The outcome of the negotiations are reflected in this Memorandum of Understanding:

1. Nurse Educator Differential Pay – Full-time Faculty.

Full-time Nursing Faculty employed with Columbia Basin College to teach in the ADN, BSN and future Nurse Educator Programs implemented in response to HB 2158 shall be paid an additional 26.5% differential pay over the base salary for the individual faculty member, as currently paid on the Salary

Schedule of Section 13.1 of the CBA¹. The Nurse Educator programs are specific to those taught by the Nursing Faculty identified under the Nursing RIF Unit, and additionally one-year temporary and any special faculty instructors supporting those Nursing Programs. The Nurse Educator differential pay will be paid in equal distributions in accordance with the full-time faculty member's pay period designation for the base salary under Section 13.1.6 of the CBA.

This differential pay is exclusively contingent upon State funding appropriated to the College. In the event the funding for Washington State House Bill 2158 Part IV, Section 5(4) is eliminated, the College will cease providing differential pay contemporaneous with the funding elimination.

2. Nurse Educator Differential Pay – Adjunct Faculty.

Nurse Educator adjunct faculty teaching assigned instruction under the NRS course prefix, as noted in an appointment notice or hourly through submission of timecards/S3 payroll, shall be paid an additional 26.5% differential pay over the base hourly rate under Section 17.7.3² of the CBA for performance of the instruction. This differential pay will be paid in accordance with the paydays published for the applicable quarter of instruction. For hourly work performed under a timecard accounting, the differential pay will be paid on the next payday if the time is submitted to the College's Human Resources Office by payroll cutoff for the payday in which the instruction is performed.

This differential pay is exclusively contingent upon State funding appropriated to the College. In the event the funding for Washington State House Bill 2158 Part IV, Section 5(4) is eliminated, the College will cease providing differential pay contemporaneous with the funding elimination.

The authority to provide Nurse Educator differential pay coincides with the effective date of HB 2158 on July 28, 2019. Though the signing of this MOU is after this date, any retroactive differential pay will be processed as of July 28, 2019, with the retroactive pay paid as soon as practicable following the appropriate payroll cutoff.



Kay Lynn Stevens, President
Association for Higher Education

8/8/19
Date



Camilla Glatt, Vice President
Human Resources & Legal Affairs

8/8/19
Date

¹ The salary amounts in Section 13.1 of the CBA increased based on I-732 general salary wage increase and as negotiated between CBC and AHE, which is reflected in MOU 2018-2021 CBA-007, effective as of July 1, 2019.

² The hourly rates in Section 17.7.3 of the CBA increased based on I-732 monies also reflected in MOU 2018-2021 CBA-007.