



Memorandum of Understanding
By and Between Cascadia Community College and CCCFT
Regarding
Faculty Salary Adjustments for 2013-14

This memorandum of understanding (MOU) between Cascadia Community College, District No. 30, and the Cascadia Community College Federation of Teachers (CCCFT) governs the distribution of authorized faculty salary increases for the 2013-2014 academic year.

Funds available for salary distribution under this MOU derive from current turn-over salary savings and from general salary adjustment dollars authorized by the legislature for 2013-14. This MOU does not establish any binding precedent with respect to the distribution of salary funding resources that may be made available in the future.

Faculty eligible for salary adjustments under this MOU include full-time faculty (both tenured and tenure-track) and associate faculty employed as of July 1, 2013, and still employed as of February 1, 2014. Faculty salary adjustments under this MOU shall be retroactive to July 1, 2013.

The salary of each eligible full-time faculty member will be adjusted for 2013-14 by adding \$775.00 to the faculty member's annual base salary in accordance with the attached "Faculty Compensation Adjustment" spreadsheet which is incorporated herein by this reference. The salary of each eligible associate faculty member under Article 9.05 of the faculty CBA will be adjusted proportionally for 2013-14 in accordance with the following table (and as shown in the attached spreadsheet).

Type of Status	Associate Faculty Rate per Contact Hour	NEW Associate Faculty Rate per Contact Hour effective July 1, 2013
Probationary	\$715	\$732.25
Full Associate Promotional Rate	\$737	754.25
Priority Hire Promotional Rate	\$790	807.25
Grandfathered Senior Associate	\$777	794.25
Faculty Rate and FTF Moonlight rate		


The MOU is subject to ratification by the CCCFT and approval by the College President and shall be effective retroactive to July 1, 2013.

Cascadia Community College
Federation of Teachers

Cascadia Community College
District No. 30



Mr. David Shapiro



Dr. Eric Murray, President

CCFT Bargaining Team
Mr. David Shapiro
Dr. Chris Byrne
Ms. Jill Lund

CCC Administrative Bargaining Team
Dr. Rosemary Sutton
Mr. Terence Hsiao
Ms. Gina Lorenz

Attachment: Faculty Compensation Adjustment 2013-2014 Spreadsheet

Faculty Compensation Adjustment

2013-2014 Fiscal Year

Funding Authorized	\$ 79,730
Student FTE	2,374
S/F Ratio	23.1
Faculty FTE	102.77
\$ Per Faculty FTE	775.00
\$/Contact Hour	17.25
FT Faculty Increase (annual)	775.00

Rounding Scenario

	FTE	Factor	Amount
FT Faculty	39.00	775.00	30,225
PT Faculty	63.77	17.25	49,502
Expense			79,727
Funding Authorized			79,730
Over (Under) funded			3

Associate Faculty	Current Credit Rate	Per Credit Increase	New Credit Rate
Probationary	715.00	17.25	732.25
Full Associate Promotion	737.00	17.25	754.25
Priority Hire Promotion	790.00	17.25	807.25
Grandfathered FTE FTF Moonlight	777.00	17.25	794.25

5 Contact Hours	Current	Increase	New
Probationary	3,575.00	86.25	3,661.25
Full Associate Promotion	3,685.00	86.25	3,771.25
Priority Hire Promotion	3,950.00	86.25	4,036.25
Grandfathered FTE FTF Moonlight	3,885.00	86.25	3,971.25