

**Memorandum of Understanding  
by and between  
Olympic College and Olympic College Association for Higher Education**

ESSB 5092 §605 authorized and appropriated dollars for the 2025-2026 biennium for nursing educator salary enhancements. The Employer and the OCAHE agree to this MOU for 2025-2026 with the understanding that current budget uncertainty may require renegotiation at a future point should any funding changes be imposed by the legislature, the Governor, or the SBCTC.

**Section 1. Definitions**

**“Funds”** means any moneys received by Olympic College as a result of ESSB 5092 §605.

**“Nurse Educator”** means any employee in a position that requires a current Registered Nurse license as a condition of employment and listed in the job description.

**“SBCTC”** means the State Board of Community and Technical Colleges.

**Section 2. Nurse Educator Salary**

2.1. High Demand funding under this appropriation is \$989,317 for the 2025/2026 academic year. Faculty (per WAC 246-840-523) and administrators (per WAC 246-840-517) with job qualifications requiring them to be a registered nurse with an active, unencumbered Washington nursing license, are eligible for high demand payments per this MOU.

2.2. The Employer shall first place full and part-time Nurse Educators at the appropriate place within the Standard salary schedule, except no full-time Nurse Educator may be placed below \$80,000. If the regular placement of a full-time Nurse Educator would result in less than \$80,000, the Employer shall adjust that employee to \$80,000. Faculty must have a teaching load during the quarter to be eligible for high demand compensation.

2.2.1 Full-time and full-time temporary faculty will receive a quarterly stipend of \$8,000, plus associated benefits, paid throughout the quarter on each regular pay period for each applicable quarter.

2.2.2 Adjunct and moonlight faculty will receive a rate of \$20.00, plus associated benefits, per contact hour paid in a lump sum on the first pay date of the month following the end of the quarter.

2.2.3 Nursing administrators will receive a quarterly stipend of **up to** \$8,000, plus associated benefits, paid throughout the quarter on each regular pay period for each applicable quarter.

2.2.4 High demand and standard salary schedules were consolidated in 2024-2025. The Employer may utilize up to \$111,000 of the high demand allocation to cover the increase in salaries created by this transition.

2.3. The Employer shall establish a salary and benefit contingency reserve of \$37,000 or 4%. Such funds are for the purpose of step and PDU increases, staffing changes, and associated benefit cost increases in accordance with the current Collective Bargaining Agreement. This reserve may also be used for recruitment and retention purposes by mutual agreement.

### Section 3. Use of Remaining Funds

- 3.1 After funding compensation, the transition to the Standard salary schedule, and the reserve, as described in Section 2, the Employer may utilize the remaining Funds for the purposes of supporting program needs such as additional Nurse Educator faculty positions, curriculum and program development release time, instruction support, administrative costs for Nurse Educators only, Nursing Program equipment, and other uses stipulated in ESSB 5092 §605 or provided for by the Legislature.
- 3.1.1. Should the Employer wish to fund the salary for a new Nurse Educator faculty member with the funds stipulated in this MOU, the Employer will bargain the use of funds for this purpose with the Association.
- 3.2 Both parties recognize the current budget uncertainty. As such, remaining Funds not spent in accordance with this MOU may be used to cover any reduction in the allocation of these Funds by the state. The Employer shall return any unallocated Funds to the SBCTC as may be required or shall meet to negotiate the use of remaining Funds with OCAHE.

### Section 4. Reporting

The Employer will provide the Association a report of estimated annual expenditures of these funds by the last business day of September. Actual expenditures will be provided to the Association by the last business day of the month following the end of each quarter. Should any high demand funds not be allocated both parties shall bargain the allocation of the remaining funds prior to the end of fiscal year 2025/2026.

### Section 5. Term

This MOU is in effect for the 2025-2026 academic year and is subject to funding from the State Legislature or until an action by the State, the SBCTC, or any other authority repeals or otherwise materially alters the permitted use or amount of Funds.

Signature: Craig Goodman  
Craig Goodman (Sep 9, 2025 07:45:25 PDT)

**OCAHE      Date**

Craig Goodman

*OCAHE President*

Martin Cockroft  
Martin Cockroft (Sep 9, 2025 10:49:49 PDT)

**OLYMPIC COLLEGE**

**Date**

Martin Cockroft

*Vice President of Instruction, Olympic College*