

**Memorandum of Understanding
Between
Olympic College
&
Association for Higher Education, Olympic College**

This MOU is intended document changes to the faculty salary schedule for FY22-23 as a result of the state approved COLA's, implementation of previously agreed increases, and memorializes the agreement of the parties.

1. **Professional Hourly Rate.** The professional hourly rate for both salary schedules is calculated using the standard salary schedule and shall be \$48, \$49, \$50, for Step 1-3 respectively.
2. **Degree Supplement.** Given the elimination of what was formally known as "A" columns, the degree supplements shall be calculated for both salary schedules using the average difference between the standard schedule columns at rows 11-27 of the standard schedule. MA Degree – 5 Year Certificate is $\frac{1}{2}$ the average difference and the Doctoral Degree is the average difference and shall be:
 - a. MA Degree – 5 Year Certificate - \$906
 - b. Doctoral Degree - \$1,812
3. **Effective Date.** The effective date of the above changes is July 1, 2022.



9/2/2022

Craig Goodman
President
OC-AHE



Joshua Masters
Vice President
Human Resources
Olympic College

Faculty Salary Schedule		2022-2023										
Schedule 2	STANDARD											
		BA+30	BA+45	BA+65	BA+85	BA+105	BA+125	BA+145	BA+165	BA+185	BA+205	BA+225
		MA	MA	MA+20	MA+40	MA+60	MA+80	MA+100	MA+120	MA+140	MA+160	MA+180
	1	2	3	4	5	6	7	8	9	10	11	12
0-7	-	-	-	-	-	66,492	68,303	70,115	71,928	73,738	75,549	76,456
8	-	-	-	-	65,405	67,215	69,028	70,839	72,649	74,463	76,273	77,179
9	-	-	-	-	66,125	67,937	69,753	71,563	73,375	75,185	76,998	77,905
10	-	-	-	-	66,853	68,664	70,475	72,287	74,098	75,911	77,724	78,628
11	-	-	-	65,765	67,577	69,390	71,202	73,012	74,825	76,638	78,447	79,354
12	-	-	-	66,492	68,303	70,114	71,928	73,737	75,549	77,363	79,174	80,079
13	-	-	65,405	67,215	69,028	70,839	72,649	74,463	76,273	78,086	79,897	80,804
14	-	-	66,125	67,937	69,753	71,563	73,375	75,185	76,998	78,810	80,622	81,526
15	-	-	66,853	68,664	70,475	72,287	74,098	75,911	77,724	79,536	81,347	82,253
16	-	65,765	67,577	69,390	71,203	73,011	74,825	76,638	78,447	80,259	82,073	82,975
17	-	66,492	68,303	70,114	71,929	73,738	75,549	77,363	79,174	80,986	82,795	83,701
18	65,405	67,215	69,028	70,839	72,649	74,463	76,273	78,086	79,897	81,709	83,521	84,427
19	66,125	67,937	69,753	71,563	73,375	75,184	76,998	78,810	80,622	82,433	84,246	85,150
20	66,853	68,664	70,475	72,287	74,099	75,910	77,724	79,536	81,347	83,157	84,970	85,875
21	67,577	69,390	71,203	73,011	74,826	76,638	78,447	80,259	82,073	83,885	85,697	86,601
22	68,303	70,114	71,929	73,738	75,549	77,363	79,174	80,986	82,795	84,607	86,419	87,325
23	69,028	70,839	72,649	74,463	76,273	78,085	79,897	81,712	83,521	85,333	87,145	88,049
24	69,753	71,563	73,375	75,184	76,999	78,809	80,622	82,433	84,246	86,055	87,868	88,774
25	70,475	72,287	74,099	75,910	77,725	79,536	81,347	83,157	84,970	86,783	88,594	89,499
26	71,203	73,011	74,826	76,638	78,447	80,259	82,073	83,885	85,697	87,506	89,318	90,226
27+	71,929	73,738	75,549	77,363	79,174	80,984	82,795	84,607	86,419	88,230	90,043	90,947
	MA DEGREE- 5 YEAR CERTIFICATE				906							
	DOCTORAL DEGREE				1,812							
Adjunct Faculty: This was at 68% of the lowest pay on the full-time salary schedule/3 then found percentage and applied (three 5-hour classes)												
	AHE: appendix B section 3 3.1											
	68% of the lowest pay on the full-time salary schedule/3						14,825					
Hourly Rate: Three fourths of the Professional Hourly Rate times (7) times 177 equals three(3) times the Quarterly Salary												
	AHE: appendix B section 3 3.2											
	STEP 1 Actual							14,825	PROFESSIONAL HOURLY RATE			48.00
	STEP 2 Step 1 increase 2% per AHE Appendix B-1 3.1							15,122	PROFESSIONAL HOURLY RATE			49.00
	STEP 3 Step 2 increase 2% per AHE Appendix B-1 3.1							15,424	PROFESSIONAL HOURLY RATE			50.00

Faculty Salary Schedule		2022-2023											
Schedule 1	HD												
		BA+30	BA+45	BA+65	BA+85	BA+105	BA+125	BA+145	BA+165	BA+185	BA+205	BA+225	
		MA	MA	MA+20	MA+40	MA+60	MA+80	MA+100	MA+120	MA+140	MA+160	MA+180	
	1	2	3	4	5	6	7	8	9	10	11	12	
0-7	-	-	-	-	-	63,288	65,012	66,736	68,462	70,185	71,909	72,772	
8	-	-	-	-	62,253	63,976	65,702	67,426	69,149	70,874	72,597	73,460	
9	-	-	-	-	62,939	64,664	66,391	68,114	69,839	71,563	73,288	74,151	
10	-	-	-	-	63,631	65,355	67,080	68,804	70,528	72,253	73,979	74,840	
11	-	-	-	62,597	64,321	66,047	67,771	69,494	71,219	72,945	74,667	75,530	
12	-	-	-	63,288	65,012	66,735	68,462	70,184	71,909	73,634	75,358	76,220	
13	-	-	62,253	63,976	65,702	67,426	69,149	70,874	72,597	74,324	76,048	76,910	
14	-	-	62,939	64,664	66,391	68,114	69,839	71,563	73,288	75,013	76,737	77,598	
15	-	-	63,631	65,355	67,080	68,804	70,528	72,253	73,979	75,703	77,427	78,289	
16	-	62,597	64,321	66,047	67,772	69,493	71,219	72,945	74,667	76,392	78,117	78,977	
17	-	63,288	65,012	66,735	68,463	70,185	71,909	73,634	75,358	77,084	78,805	79,668	
18	62,253	63,976	65,702	67,426	69,149	70,874	72,597	74,324	76,048	77,772	79,497	80,359	
19	62,939	64,664	66,391	68,114	69,839	71,561	73,288	75,013	76,737	78,461	80,186	81,047	
20	63,631	65,355	67,080	68,804	70,529	72,252	73,979	75,703	77,427	79,150	80,876	81,737	
21	64,321	66,047	67,772	69,493	71,220	72,945	74,667	76,392	78,117	79,842	81,568	82,429	
22	65,012	66,735	68,463	70,185	71,909	73,634	75,358	77,084	78,805	80,531	82,255	83,117	
23	65,702	67,426	69,149	70,874	72,597	74,322	76,048	77,775	79,497	81,221	82,946	83,807	
24	66,391	68,114	69,839	71,561	73,289	75,012	76,737	78,461	80,186	81,908	83,634	84,496	
25	67,080	68,804	70,529	72,252	73,980	75,703	77,427	79,150	80,876	82,600	84,324	85,186	
26	67,772	69,493	71,220	72,945	74,667	76,392	78,117	79,842	81,568	83,290	85,015	85,878	
27+	68,463	70,185	71,909	73,634	75,358	77,081	78,805	80,531	82,255	83,979	85,704	86,565	
		MA DEGREE- 5 YEAR CERTIFICATE			906								
		DOCTORAL DEGREE			1,812								
	Adjunct Faculty: This was at 68% of the lowest pay on the full-time salary schedule/3 then found percentage and applied												
		AHE: appendix B section 3 3.1											
		68% of the lowest pay on the full-time salary schedule/3						14,111					
	Hourly Rate: Three fourths of the Professional Hourly Rate times (7) times 177 equals three(3) times the Quarterly Salary												
		AHE: appendix B section 3 3.2											
		STEP 1	Actual					14,111	PROFESSIONAL HOURLY RATE			48.00	
		STEP 2	Step 1 increase 2% per AHE Appendix B-1 3.1					14,393	PROFESSIONAL HOURLY RATE			49.00	
		STEP 3	Step 2 increase 2% per AHE Appendix B-1 3.1					14,681	PROFESSIONAL HOURLY RATE			50.00	