

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

HB 2158 §5.4 and SB 6168 §617 authorized and appropriated dollars for the 2019-2021 biennium for nursing salary enhancements. The Employer and the OCAHE agreed to an MOU for the 2019-2020 academic year, acknowledging the current budget uncertainty may require re-negotiation at a future point should any funding changes be imposed by the legislature, the Governor, or the SBCTC. This MOU is entered into by the Employer and OCAHE under the same premise and for the spending in 2020-2021.

Section 1. Definitions

“Funds” means any moneys received by Olympic College as a result of HB 2158 §5.4 and SB 6168 §617.

“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. The Employer shall first place full and part-time Nurse Educators at the appropriate place within the salary schedule except no full-time Nurse Educator may be placed below \$60,000. If the regular placement of a full-time Nurse Educator would result in less than \$60,000, the Employer shall adjust that employee to \$60,000.
- 2.2. After initial placement and adjustments as described in Section 2.1, the Employer shall increase both full and part-time Nurse Educators salary and affected benefits by an additional 26.5%.
- 2.3. The Employer shall establish, or continue an already established reserve, a salary and benefit reserve of 6%. Such funds are for the purpose of step and PDU increases, and associated benefit cost increases in accordance with the current Collective Bargaining Agreement.

Section 3. Use of Remaining Funds

- 3.1. After funding compensation and the reserve, as described in Section 2, the Employer may utilize remaining Funds for the purposes of supporting program

HB2158 Nursing MOU (2020-009)

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needs such as additional Nurse Educator faculty positions, release time for curriculum and program development, instruction support and administrative costs for Nurse Educators only, Nursing Program equipment, as well as other uses stipulated in HB 2158 §5.4 and SB 6168 §617 or provided for by the Legislature.

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.

3.3. The Employer will provide the Association two fiscal accounting reports on the use of the funds: one by January 30, 2021 and the other by May 30th, 2021.

Section 4. Term

4.1. This MOU is in effect for the 2020-2021 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.



OCAHE Date 9/15/20

Craig Goodman

(printed name of signer above)



OLYMPIC COLLEGE Date 9/15/2020

Dr. Mary Garguile, VP for Instruction

(printed name of signer above)