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

Olympic College (the "Employer") and the Olympic College Association for Higher Education (the "Association") enter into this Memorandum of Understanding to memorialize agreements reached regarding the distribution of certain funds allocated to the Employer for the fiscal year ending June 30, 2027.

Recitals

1. Pursuant to the Workforce Education Investment Act, the Employer received funding from the State for the 2026-2027 fiscal year (ending June 30, 2027), which is provided solely for increasing high demand program faculty salaries. This funding is earmarked for use to improve faculty compensation in high demand areas mutually identified by the Association and the Employer.

2. In reaching agreement on the distribution of funds for the 2026-2027 fiscal year, the parties recognize that the future availability of high demand funding is uncertain. If high demand funding is provided to the Employer in a future biennium, the parties acknowledge it may be used and distributed differently than outlined in this Agreement. In recognition of this consideration, the parties have divided high demand funds in fiscal year 2026-2027 into three tiers. The tiers reflect a compensation prioritization, with Tier 1 being the highest priority programs for funding that may guide the parties' discussion about the use of future high demand funding.

3. The relative size of stipends provided pursuant to this Agreement was calculated by comparing salaries paid by the Employer to market data showing average compensation in corresponding fields in the local and regional geographic areas and, where practicable, the Bureau of Labor and Statistics data for related occupational compensation. The need to recruit and retain faculty in high demand programs was also considered. The language in the Workforce Education Investment Act, consideration for demand and State employment needs assessments, and the SBCTC President's Council report "Washington's Skilled and Educated Workforce 2019-2020" further informed our determinations.

Therefore, the parties agree as follows,

1. High demand funds will be distributed to affected faculty in the disciplines identified in Appendix A of this Agreement. Full-time and full-time temporary faculty will receive the payments if some or all of their teaching load is in a relevant discipline.

Eligible moonlight and adjunct faculty will be paid on a per contact hourly rate shown in Appendix A. Faculty must have a teaching load during the quarter to be eligible for high demand compensation.

2. High demand and standard salary schedules were consolidated in 2024-2025. The Employer may utilize up to $390,000 of the high demand allocation to cover the increase in salaries created by this transition.

3. The Employer shall establish a salary and benefit contingency reserve of at least $20,000 or 3.5%. 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.

4. Full-time faculty will receive their respective quarterly stipend, plus associated benefits, paid throughout the quarter on each regular pay period for each applicable quarter. Moonlight and adjunct faculty will receive their respective payment in a lump sum on the first pay date of the month following the end of the quarter.

5. A ranking of the disciplines is included in Appendix A.

6. Faculty will not receive high-demand compensation funding for any teaching contact hours beyond 167% of the established discipline's quarterly annualized load established in the current Collective Bargaining Agreement or other agreement with the Association. Loads in excess of 167% will be compensated in accordance with the CBA and at the faculty member's base salary rate.

7. The Employer will provide the Association with 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.

8. For future years on an annual basis, as long as these funds continue to be allocated to the College, both parties agree to bargain those funds separately but in consideration of this Agreement.

9. This Agreement shall not affect the bargaining rights of either the Employer or the Association as provided by the current Employer-OCAHE Collective Bargaining Agreement. Unless specifically noted, all other negotiated provisions shall remain in effect.

10. Total funds expended during the life of this MOU will not exceed the lesser of $954,802 or the total amount awarded under the Washington Workforce Education Investment Act of the purposes of this Agreement. If the agreement calls for the expenditure of funds in excess of this limitation, the Association and the Employer shall meet to bargain at a minimum 15 business days prior to the end of the fiscal year. If funds remain, the Employer and the Association shall meet to bargain use of the remaining funds at least 15 business days prior to the end of the fiscal year.

11. This Agreement, and the payments due under it, expire on June 30, 2027.

Victoria Newsom (06/17/2026 13:38:55 PDT) 06/17/2026

OCAHE **Date**
Victoria Newsom
OCAHE President

Martin Cockroft (06/12/2026 10:19:23 PDT) 06/12/2026

OLYMPIC COLLEGE **Date**
Martin Cockroft
Vice President of Instruction, Olympic College

Appendix A: Disciplines Designated as High Demand

HD Tier	Discipline	Annual FTF Stipend (1)	Quarterly FTF Stipend (1)	Moonlight & Adjunct Hourly Contact Rate (1)	Ranking (2)
Tier 1	Computer Science (CS, CS&)	$ 9,750	$ 3,250.00	$ 18.50	A
	Engineering (ENGR, ENGR&)	$ 9,750	$ 3,250.00	$ 18.50	A
	Computer Information Systems (CIS)	$ 9,750	$ 3,250.00	$ 18.50	A
	Information Systems (IS)	$ 9,750	$ 3,250.00	$ 18.50	A
	Physical Therapy (PTA)	$ 9,750	$ 3,250.00	$ 18.50	A
	Dental Hygiene (OHS, DHYG)	$ 9,750	$ 3,250.00	$ 18.50	A
	Medical Sonography (DMS)	$ 9,750	$ 3,250.00	$ 18.50	A
	Surgical Technology (ST)	$ 9,750	$ 3,250.00	$ 18.50	A
	Radiology Technology (RADT)	$ 9,750	$ 3,250.00	$ 18.50	A
	Emergency Medical Services (EMT, Paramedic)	$ 9,750	$ 3,250.00	$ 18.50	A
Tier 2	Applied Physics (PHYSA)	$ 6,000	$ 2,000.00	$ 11.00	A
	Medical Assistant (MEDA, PHLEB)	$ 6,000	$ 2,000.00	$ 11.00	A
	Physics (PHYS)	$ 6,000	$ 2,000.00	$ 11.00	A
Tier 3	Manufacturing/Precision Machining (MANU)	$ 2,500	$ 833.33	$ 4.00	A
	Technical Design (TEC-D)	$ 2,500	$ 833.33	$ 4.00	A
	Welding (WELD)	$ 2,500	$ 833.33	$ 4.00	A
	Accounting (ACCT&)	$ 2,500	$ 833.33	$ 4.00	B
	Biology (BIOL, BIOL&, NUTR&)	$ 2,500	$ 833.33	$ 4.00	B
	Business (BUS, BUS&)	$ 2,500	$ 833.33	$ 4.00	B
	Chemistry (CHEM&)	$ 2,500	$ 833.33	$ 4.00	B
	Human Services (HS, HSSA, HSSA&, BH, BH&)	$ 2,500	$ 833.33	$ 4.00	B
	Contruction Trades (CONST)	$ 2,500	$ 833.33	$ 4.00	B

Notes:
(1) Excluding benefits.
(2) Disciplines ranked "B" would be removed before "A".

Regular HD MOU FY27

Final Audit Report 2026-06-17

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