

**Memorandum of Understanding
Between Olympic College (Employer) &
Olympic College Association for Higher Education (OCAHE)**

This MOU documents FY 2025-2026 and FY 2026-2027 Faculty Salary Schedule agreements between Olympic College (Employer) and Olympic College Association for Higher Education (OCAHE) in recognition of approved COLAs, implementation of agreed increases, and other agreements of the parties.

- 1. Salary Schedule:** The Faculty Salary Schedule will be updated with the COLA/IPD as allocated by the State through SBCTC.
 - a. For the 2025-2026 fiscal year, the current 2024-2025 Faculty Salary Schedule will be updated with the increase of 3.0%
 - b. For the 2026-2027 fiscal year, the 2025-2026 Faculty Salary Schedule will be updated with the increase of 2.7%
 - c. Should State legislation change, both parties will meet to bargain impact of any such changes.

- 2. Local Increase:** In addition to allocation of State COLA/IPD as provided for, the Employer will apply the following:
 - a. Increase the salary schedule after application of COLA/IPD by 0.5% for the 2025-2026 fiscal year.
 - b. Increase the salary schedule after application of COLA/IPD by 0.5% for the 2026-2027 fiscal year.

- 3. Adjunct Salary:** Adjunct and full-time faculty moonlight contract compensation will be increased such that:
 - a. Step 1 compensation is seventy percent (70%) of the lowest quarterly base-pay on the full-time salary schedule.
 - b. Step 2 compensation is seventy-two percent (72%) of the lowest quarterly base-pay on the full-time salary schedule.
 - c. Step 3 compensation is seventy-four percent (74%) of the lowest quarterly base-pay on the full-time salary schedule.

- 4. Professional Hourly Rate:** The professional hourly rate steps calculated using the standard salary schedule shall be increased respectively.

- 5. Professional Development Units:** Faculty placed in Column 12 of the 2024-2025 Faculty Salary Schedule as of Fall 2025 and who currently have 10 Professional Development Units (PDUs) will be awarded a stipend per the 2025-27 CBA.
 - a. Faculty who have over 10 PDUs and who earned such PDUs prior to July 1, 2022, will be awarded up to 5 PDUs for the 2025-2026 academic year. These are considered “banked” PDUs under the prior 2021-2022 CBA. No additional PDUs will be banked for these faculty.

- b. Faculty in Column 12 who have fewer than 10 PDUs will retain their awarded PDUs and will start the 2025-2026 academic year with such amount.
6. **This MOU and conditions herein are retroactive to July 1, 2025.** Any calculations and payments required in accord with this MOU must be provided to faculty by the last pay period in fall quarter or sooner.
7. **Effective Date.** The effective date of this MOU is upon signed agreement by both parties. Conditions in this MOU shall apply upon union ratification and affirmative vote by the Board of Trustees of the bargained 2025-2027 Collective Bargaining Agreement between OCAHE and the Employer.

Craig Goodman

Craig Goodman (Oct 1, 2025 12:00:41 PDT)

Martin Cockroft

Martin Cockroft (Oct 1, 2025 12:29:43 PDT)