

**Memorandum of Understanding
Between
Olympic College
And
The Olympic College Association for Higher Education**

Recitals

During bargaining for a successor to the parties' Collective Bargaining Agreement for the period July 1, 2016 – June 30, 2020 (the "Agreement"), Olympic College (the "Employer") proposed transitioning duties currently performed by dedicated Faculty Advisors to exempt or classified employees. The Employer and the Olympic College Association for Higher Education (the "Association") have now reached agreement on a transitional plan to accomplish this transfer of responsibility, and have agreed to this Memorandum of Understanding to memorialize their agreement.

Agreement

Now, therefore, the parties agree as follows:

1. Responsibility for teaching General Studies courses will be transferred from Student Services into Instruction at the start of the 2020 Summer Quarter.
2. The Employer may hire non-faculty employees to perform advising duties, and those employees will not be included in the bargaining unit represented by the Association. Except as provided in Paragraphs 3.a. and 3.d. below, the advising duties previously performed by the current full- and part-time Faculty Advisors may be assigned to the non-faculty employees.
3. Current full-time Faculty Advisors will retain their tenure status and salary and be reassigned as follows:
 - a. Susan Riddle will continue working as a Faculty Advisor/Recruiter in Nursing until a suitable replacement can be found, and then will be reassigned to the Center for Learning Innovation as full-time Educational Technology/eLearning faculty (with a job description updated by the Employer working with the Association) under the Dean of Library, Learning Resources and eLearning. Reassignment will occur by December 31st, 2020.
 - b. Angela Dorsey will be reassigned to General Studies as full-time teaching faculty under the Dean of Library, Learning Resources and eLearning.
 - c. Kirsten Clawson will be reassigned to Psychology as full-time teaching faculty under the Dean of Social Sciences & Humanities.
 - d. Steven Quinn will continue serving as a Faculty Advisor under the Dean for Business and Technology.
4. The Memorandum of Understanding dated May 31, 2017, regarding accretion of part-time faculty advisors into the bargaining unit, will be terminated as of July 1st, 2020.

The Employer will expressly offer to the part-time Faculty Advisors the opportunity to compete for adjunct faculty positions for which they are qualified, or for positions outside the bargaining unit.

5. The Employer will retain an Advising reduction in force unit for as long as there remains at least one full-time Faculty Advisor. All tenured Faculty Advisors who move out of faculty advising positions will retain Advising as a secondary unit until such time as the unit is removed from the contract.

The Olympic College Association of
Higher Education

Employer: Olympic College



By: Craig Goodman

By MARTY CAVALLUZZIE

Title: OCAHE Chief Negotiator

Title PRESIDENT

Signed and Dated: June 15th, 2020

Signed and Dated: June 16, 2020