

MEMORANDUM OF UNDERSTANDING

to the Agreement by and between
Lake Washington Institute of Technology
District No. 26
and the
Lake Washington Federation of Teachers
Local 3533
Nurse Educator Funding 2022-2023

November 9, 2022

This memorandum of understanding is between Lake Washington Federation of Teachers (LWFT) and Lake Washington Institute of Technology (LWTech) (College).

LWFT and the College, as part of the funding provided by the Legislature for 2022-2023 designed to support Nurse Educator faculty positions, created, and implemented a separate and supplemental pay scale for all affected Nursing Faculty. The pay scale will be implemented annually.

The State Board for Community and Technical Colleges has allocated funds to LWTech and provided guidance to colleges to work with their local bargaining units for the use of these funds.

Contract negotiations relating to salary increases must consider, and to the extent practicable, establish salaries that are comparable to industry professionals, and no less than the average salary identified by the college and university professional association for human resources or a similar organization.

LWFT and the College agree that without increased salaries, it will be exceedingly difficult to recruit and retain competent Nursing faculty. LWFT and the College have a shared interest in developing a wage scale that reflects the intent of the legislation.

New Nursing Program FTES

LWFT and the College agree the College will pay the adjuncts full-time equivalent with general state funds and the Nurse Educator fund will pay the cost of conversion from adjunct to full-time.

Previous Conversions

LWFT and the College agree the College will continue to pay the adjunct salary while the Nurse Educator fund will pay the conversion from adjunct to full-time of the current two positions which had been previously converted.

Nurse Educator Salary Scale

Tenured, Tenure-Track, Annual Renewable, and Adjunct faculty will be placed on the applicable Nursing Salary Scale. All degrees must be in Nursing and all faculty must have an unencumbered license. Applicability of degrees will be determined by the Dean and Vice President of Instruction. Due to hiring requirements, no one shall be hired at less than a step C. The scales are independent scales for the exclusive use of those who qualify under funding provided by the Legislature. The scales bear no validity outside of the Nursing department. Please see salary appendix A.

Certificate Stipend

Nursing Faculty who possesses a certification from a specialty branch of nursing shall receive an annual \$1000 stipend for each Dean approved certification which recognizes the expense of the certification training and the time and effort faculty invested into achieving and/or renewing their certification. The faculty members shall present the certificate to the Dean of Nursing who will request a stipend be paid to the faculty. This applies to both Full-Time and Adjunct faculty. Stipends are paid by the end of spring quarter to faculty who have achieved or renewed a certification by March 31st and continue to teach through spring quarter of the academic year. Stipends for certificates achieved or renewed after March 31st will be paid in the following academic year.

Tenure Increase

Step at Achieving Tenure	Increase
C-E	Per CBA (1 step increase)
F	College pays 5% increase for tenure out of college funds (non-Nurse Educator funds) if already at highest step (permanent)

Nursing Faculty Meetings/Training Stipend:

When Adjunct faculty attend mandatory Nursing specific training and meetings, they will be paid at an hourly rate of \$90. Stipends will have the nursing educator funds budget number for payroll to process. This rate and process will also apply to “administrative work” and overload situations for FT faculty.

The college and AFT will carry forward unspent Nursing Educator (NE) funds to the following year. In June two AFT executive board members, an Instruction administrator, and the VPAS or the Finance Director will meet to discuss the following.

1. Review NE expenses for the year.
2. Identify encumbered NE expenses, most typically June payroll that is not paid until July.
3. Identify the balance to carry forward to the next year.
4. The amount will be memorialized in an email to budget staff requesting verification of the tentative amount.
5. After feedback from budget staff the amount to carry forward will be finalized.

Stability of the Nurse Educator Funds

Should the legislature fail to renew funding for Nurse Educators, this MOU will immediately become reopened for bargaining.

This memorandum takes effect upon signature by both parties.

Lake Washington Federation of Teachers,
Local 3533

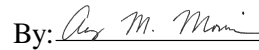
Lake Washington Institute of Technology
District No. 26

Dated: Apr 18, 2023

Dated: Apr 17, 2023

By: 

Co-President

By: 

Dr. Amy Morrison, President