

AGREEMENT BY AND BETWEEN
LAKE WASHINGTON INSTITUTE OF TECHNOLOGY
DISTRICT 26

AND THE

FEDERATION OF CLASSIFIED EMPLOYEES
LOCAL NO. 4787

EFFECTIVE JULY 1, 2017 THROUGH JUNE 30, 2020

MEMORANDUM OF UNDERSTANDINGS

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**Memorandum of Understanding A
to the Agreement by and between
Lake Washington Institute of Technology
District No. 26
and the
Lake Washington Institute of Technology
Federation of Classified Employees
Local No. 4787
Effective July 1, 2017 through June 30, 2020**

This Memorandum of Understanding is supplemental to the Agreement by and between the College and the Federation.

Transitional Salary Schedule

The College and the Federation agree to include in this memorandum of salary schedules for employees who were employed by the College on June 30, 2007 and who earned educational stipends that were later added to the transitional salary schedules at the certificate level (Appendix A.1), associate degree level (Appendix A.2), bachelor degree level (Appendix A.3), and master degree level (Appendix A.4). These appendices apply only to those eligible employees who transitioned to these salary schedules under the terms of the prior contract.

Appendix A.1 Transitional Employee Salary Schedule - Certificate Level

Monthly Salary and Hourly Rate Schedule - Certificate Level Effective July 1, 2018

Salary Level	Monthly / hourly	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K*
11	Monthly	2,132	2,216	2,301	2,389	2,483	2,578	2,682	2,785	2,895	3,009	3,099
	Hourly	12.25	12.74	13.22	13.73	14.27	14.82	15.41	16.01	16.64	17.29	17.81
21	Monthly	2,152	2,237	2,325	2,415	2,509	2,606	2,707	2,812	2,922	3,036	3,127
	Hourly	12.37	12.86	13.36	13.88	14.42	14.98	15.56	16.16	16.79	17.45	17.97
31	Monthly	2,301	2,389	2,483	2,578	2,681	2,785	2,894	3,008	3,126	3,249	3,345
	Hourly	13.22	13.73	14.27	14.82	15.41	16.01	16.63	17.29	17.97	18.67	19.22
41	Monthly	2,393	2,484	2,580	2,683	2,788	2,899	3,011	3,130	3,253	3,381	3,482
	Hourly	13.75	14.28	14.83	15.42	16.02	16.66	17.30	17.99	18.70	19.43	20.01
51	Monthly	2,482	2,578	2,681	2,785	2,894	3,008	3,126	3,249	3,377	3,506	3,611
	Hourly	14.26	14.82	15.41	16.01	16.63	17.29	17.97	18.67	19.41	20.15	20.75
61	Monthly	2,712	2,818	2,929	3,043	3,164	3,285	3,415	3,548	3,689	3,833	3,947
	Hourly	15.59	16.20	16.83	17.49	18.18	18.88	19.63	20.39	21.20	22.03	22.68
71	Monthly	2,814	2,924	3,040	3,161	3,283	3,411	3,544	3,685	3,829	3,982	4,101
	Hourly	16.17	16.80	17.47	18.17	18.87	19.60	20.37	21.18	22.01	22.89	23.57
81	Monthly	2,920	3,034	3,154	3,277	3,404	3,538	3,678	3,823	3,975	4,131	4,256
	Hourly	16.78	17.44	18.13	18.83	19.56	20.33	21.14	21.97	22.84	23.74	24.46
91	Monthly	3,094	3,214	3,341	3,470	3,609	3,751	3,898	4,049	4,212	4,376	4,507
	Hourly	17.78	18.47	19.20	19.94	20.74	21.56	22.40	23.27	24.21	25.15	25.90

Monthly Salary and Hourly Rate Schedule – Certificate Level Effective January 1, 2019

Salary Level	Monthly / hourly	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K*
11	Monthly	2,147	2,232	2,317	2,406	2,500	2,596	2,701	2,804	2,915	3,030	3,121
	Hourly	12.34	12.83	13.32	13.83	14.37	14.92	15.52	16.11	16.75	17.41	17.94
21	Monthly	2,167	2,253	2,341	2,432	2,527	2,624	2,726	2,832	2,942	3,057	3,149
	Hourly	12.45	12.95	13.45	13.98	14.52	15.08	15.67	16.28	16.91	17.57	18.10
31	Monthly	2,317	2,406	2,500	2,596	2,700	2,804	2,914	3,029	3,148	3,272	3,368
	Hourly	13.32	13.83	14.37	14.92	15.52	16.11	16.75	17.41	18.09	18.80	19.36
41	Monthly	2,410	2,501	2,598	2,702	2,808	2,919	3,032	3,152	3,276	3,405	3,506
	Hourly	13.85	14.37	14.93	15.53	16.14	16.78	17.43	18.11	18.83	19.57	20.15
51	Monthly	2,499	2,596	2,700	2,804	2,914	3,029	3,148	3,272	3,401	3,531	3,636
	Hourly	14.36	14.92	15.52	16.11	16.75	17.41	18.09	18.80	19.55	20.29	20.90
61	Monthly	2,731	2,838	2,950	3,064	3,186	3,308	3,439	3,573	3,715	3,860	3,975
	Hourly	15.70	16.31	16.95	17.61	18.31	19.01	19.76	20.53	21.35	22.18	22.84
71	Monthly	2,834	2,944	3,061	3,183	3,306	3,435	3,569	3,711	3,856	4,010	4,130
	Hourly	16.29	16.92	17.59	18.29	19.00	19.74	20.51	21.33	22.16	23.05	23.74
81	Monthly	2,940	3,055	3,176	3,300	3,428	3,563	3,704	3,850	4,003	4,160	4,286
	Hourly	16.90	17.56	18.25	18.97	19.70	20.48	21.29	22.13	23.01	23.91	24.63
91	Monthly	3,116	3,236	3,364	3,494	3,634	3,777	3,925	4,077	4,241	4,407	4,539
	Hourly	17.91	18.60	19.33	20.08	20.89	21.71	22.56	23.43	24.37	25.33	26.09

Monthly Salary and Hourly Rate Schedule – Certificate Level Effective July 1, 2019

Salary Level	Monthly / hourly	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K*
11	Monthly	2,326	2,419	2,511	2,607	2,709	2,813	2,927	3,038	3,159	3,283	3,382
	Hourly	13.37	13.90	14.43	14.98	15.57	16.17	16.82	17.46	18.16	18.87	19.44
21	Monthly	2,348	2,441	2,537	2,635	2,738	2,843	2,954	3,069	3,188	3,313	3,412
	Hourly	13.49	14.03	14.58	15.14	15.74	16.34	16.98	17.64	18.32	19.04	19.61
31	Monthly	2,511	2,607	2,709	2,813	2,926	3,038	3,158	3,282	3,411	3,546	3,650
	Hourly	14.43	14.98	15.57	16.17	16.82	17.46	18.15	18.86	19.60	20.38	20.98
41	Monthly	2,611	2,710	2,815	2,928	3,043	3,163	3,285	3,416	3,550	3,690	3,799
	Hourly	15.01	15.57	16.18	16.83	17.49	18.18	18.88	19.63	20.40	21.21	21.83
51	Monthly	2,708	2,813	2,926	3,038	3,158	3,282	3,411	3,546	3,685	3,826	3,940
	Hourly	15.56	16.17	16.82	17.46	18.15	18.86	19.60	20.38	21.18	21.99	22.64
61	Monthly	2,959	3,075	3,197	3,320	3,452	3,585	3,727	3,872	4,026	4,183	4,307
	Hourly	17.01	17.67	18.37	19.08	19.84	20.60	21.42	22.25	23.14	24.04	24.75
71	Monthly	3,071	3,190	3,317	3,449	3,582	3,722	3,867	4,021	4,178	4,345	4,475
	Hourly	17.65	18.33	19.06	19.82	20.59	21.39	22.22	23.11	24.01	24.97	25.72
81	Monthly	3,186	3,310	3,442	3,576	3,715	3,861	4,014	4,172	4,338	4,508	4,644
	Hourly	18.31	19.02	19.78	20.55	21.35	22.19	23.07	23.98	24.93	25.91	26.69
91	Monthly	3,376	3,507	3,645	3,786	3,938	4,093	4,253	4,418	4,596	4,775	4,918
	Hourly	19.40	20.16	20.95	21.76	22.63	23.52	24.44	25.39	26.41	27.44	28.26

* Step K will be implemented effective July 1, 2016. Advancement to Step K requires an employee to have been on Step J for five (5) years.

Appendix A.2 Transitional Employee Salary Schedule – Associate Degree Level**Monthly Salary and Hourly Rate Schedule – Associate Degree Level Effective July 1, 2018**

Salary Level	Monthly / hourly	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K*
12	Monthly	2,138	2,221	2,307	2,394	2,490	2,584	2,688	2,790	2,902	3,015	3,104
	Hourly	12.29	12.76	13.26	13.76	14.31	14.85	15.45	16.03	16.68	17.33	17.84
22	Monthly	2,158	2,243	2,330	2,421	2,514	2,612	2,713	2,820	2,930	3,043	3,134
	Hourly	12.40	12.89	13.39	13.91	14.45	15.01	15.59	16.21	16.84	17.49	18.01
32	Monthly	2,307	2,394	2,490	2,584	2,686	2,790	2,900	3,014	3,133	3,255	3,352
	Hourly	13.26	13.76	14.31	14.85	15.44	16.03	16.67	17.32	18.01	18.71	19.26
42	Monthly	2,399	2,491	2,586	2,689	2,794	2,905	3,016	3,136	3,258	3,387	3,489
	Hourly	13.79	14.32	14.86	15.45	16.06	16.70	17.33	18.02	18.72	19.47	20.05
52	Monthly	2,488	2,584	2,686	2,790	2,900	3,014	3,133	3,255	3,384	3,512	3,617
	Hourly	14.30	14.85	15.44	16.03	16.67	17.32	18.01	18.71	19.45	20.18	20.79
62	Monthly	2,718	2,824	2,934	3,049	3,169	3,291	3,422	3,557	3,695	3,838	3,952
	Hourly	15.62	16.23	16.86	17.52	18.21	18.91	19.67	20.44	21.24	22.06	22.71
72	Monthly	2,822	2,931	3,045	3,166	3,288	3,418	3,551	3,692	3,835	3,987	4,108
	Hourly	16.22	16.84	17.50	18.20	18.90	19.64	20.41	21.22	22.04	22.91	23.61
82	Monthly	2,928	3,041	3,160	3,284	3,411	3,544	3,684	3,830	3,980	4,136	4,262
	Hourly	16.83	17.48	18.16	18.87	19.60	20.37	21.17	22.01	22.87	23.77	24.49
92	Monthly	3,099	3,220	3,349	3,477	3,614	3,756	3,904	4,056	4,218	4,384	4,516
	Hourly	17.81	18.51	19.25	19.98	20.77	21.59	22.44	23.31	24.24	25.20	25.95

Monthly Salary and Hourly Rate Schedule – Associate Degree Level Effective January 1, 2019

Salary Level	Monthly / hourly	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K*
12	Monthly	2,153	2,237	2,323	2,411	2,507	2,602	2,707	2,810	2,922	3,036	3,126
	Hourly	12.37	12.86	13.35	13.86	14.41	14.95	15.56	16.15	16.79	17.45	17.97
22	Monthly	2,173	2,259	2,346	2,438	2,532	2,630	2,732	2,840	2,951	3,064	3,156
	Hourly	12.49	12.98	13.48	14.01	14.55	15.11	15.70	16.32	16.96	17.61	18.14
32	Monthly	2,323	2,411	2,507	2,602	2,705	2,810	2,920	3,035	3,155	3,278	3,375
	Hourly	13.35	13.86	14.41	14.95	15.55	16.15	16.78	17.44	18.13	18.84	19.40
42	Monthly	2,416	2,508	2,604	2,708	2,814	2,925	3,037	3,158	3,281	3,411	3,513
	Hourly	13.89	14.41	14.97	15.56	16.17	16.81	17.45	18.15	18.86	19.60	20.19
52	Monthly	2,505	2,602	2,705	2,810	2,920	3,035	3,155	3,278	3,408	3,537	3,642
	Hourly	14.40	14.95	15.55	16.15	16.78	17.44	18.13	18.84	19.59	20.33	20.93
62	Monthly	2,737	2,844	2,955	3,070	3,191	3,314	3,446	3,582	3,721	3,865	3,980
	Hourly	15.73	16.34	16.98	17.64	18.34	19.05	19.80	20.59	21.39	22.21	22.87
72	Monthly	2,842	2,952	3,066	3,188	3,311	3,442	3,576	3,718	3,862	4,015	4,137
	Hourly	16.33	16.97	17.62	18.32	19.03	19.78	20.55	21.37	22.20	23.07	23.78
82	Monthly	2,948	3,062	3,182	3,307	3,435	3,569	3,710	3,857	4,008	4,165	4,292
	Hourly	16.94	17.60	18.29	19.01	19.74	20.51	21.32	22.17	23.03	23.94	24.67
92	Monthly	3,121	3,243	3,372	3,501	3,639	3,782	3,931	4,084	4,248	4,415	4,548
	Hourly	17.94	18.64	19.38	20.12	20.91	21.74	22.59	23.47	24.41	25.37	26.14

Monthly Salary and Hourly Rate Schedule - Associate Degree Level Effective July 1, 2019

Salary Level	Monthly / hourly	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K*
12	Monthly	2,333	2,424	2,517	2,613	2,717	2,820	2,933	3,045	3,166	3,290	3,387
	Hourly	13.41	13.93	14.47	15.02	15.61	16.21	16.86	17.50	18.20	18.91	19.47
22	Monthly	2,355	2,448	2,542	2,642	2,744	2,850	2,960	3,077	3,198	3,320	3,420
	Hourly	13.53	14.07	14.61	15.18	15.77	16.38	17.01	17.68	18.38	19.08	19.66
32	Monthly	2,517	2,613	2,717	2,820	2,931	3,045	3,164	3,289	3,419	3,552	3,657
	Hourly	14.47	15.02	15.61	16.21	16.84	17.50	18.18	18.90	19.65	20.41	21.02
42	Monthly	2,618	2,718	2,822	2,934	3,049	3,170	3,291	3,422	3,555	3,696	3,807
	Hourly	15.05	15.62	16.22	16.86	17.52	18.22	18.91	19.67	20.43	21.24	21.88
52	Monthly	2,714	2,820	2,931	3,045	3,164	3,289	3,419	3,552	3,693	3,833	3,946
	Hourly	15.60	16.21	16.84	17.50	18.18	18.90	19.65	20.41	21.22	22.03	22.68
62	Monthly	2,966	3,082	3,202	3,327	3,458	3,591	3,734	3,881	4,032	4,188	4,313
	Hourly	17.05	17.71	18.40	19.12	19.87	20.64	21.46	22.30	23.17	24.07	24.79
72	Monthly	3,080	3,199	3,322	3,455	3,588	3,730	3,875	4,029	4,185	4,351	4,483
	Hourly	17.70	18.39	19.09	19.86	20.62	21.44	22.27	23.16	24.05	25.01	25.76
82	Monthly	3,194	3,318	3,448	3,583	3,722	3,867	4,020	4,179	4,343	4,513	4,651
	Hourly	18.36	19.07	19.82	20.59	21.39	22.22	23.10	24.02	24.96	25.94	26.73
92	Monthly	3,382	3,514	3,654	3,794	3,943	4,098	4,260	4,425	4,603	4,784	4,928
	Hourly	19.44	20.20	21.00	21.80	22.66	23.55	24.48	25.43	26.45	27.49	28.32

* Step K will be implemented effective July 1, 2016. Advancement to Step K requires an employee to have been on Step J for five (5) years.

Appendix A.3 Transitional Employee Salary Schedule - Bachelor Degree Level**Monthly Salary and Hourly Rate Schedule - Bachelor Degree Level Effective July 1, 2018**

Salary Level	Monthly / hourly	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K*
13	Monthly	2,156	2,239	2,326	2,414	2,508	2,604	2,705	2,808	2,918	3,032	3,123
	Hourly	12.39	12.87	13.37	13.87	14.41	14.97	15.55	16.14	16.77	17.43	17.95
23	Monthly	2,175	2,260	2,348	2,437	2,532	2,628	2,731	2,838	2,946	3,061	3,154
	Hourly	12.50	12.99	13.49	14.01	14.55	15.10	15.70	16.31	16.93	17.59	18.13
33	Monthly	2,326	2,414	2,508	2,604	2,704	2,808	2,917	3,031	3,151	3,272	3,372
	Hourly	13.37	13.87	14.41	14.97	15.54	16.14	16.76	17.42	18.11	18.80	19.38
43	Monthly	2,418	2,509	2,606	2,707	2,811	2,921	3,033	3,155	3,276	3,403	3,506
	Hourly	13.90	14.42	14.98	15.56	16.16	16.79	17.43	18.13	18.83	19.56	20.15
53	Monthly	2,507	2,604	2,704	2,808	2,917	3,031	3,151	3,272	3,400	3,530	3,636
	Hourly	14.41	14.97	15.54	16.14	16.76	17.42	18.11	18.80	19.54	20.29	20.90
63	Monthly	2,736	2,842	2,952	3,066	3,190	3,308	3,438	3,573	3,713	3,856	3,973
	Hourly	15.72	16.33	16.97	17.62	18.33	19.01	19.76	20.53	21.34	22.16	22.83
73	Monthly	2,840	2,947	3,063	3,182	3,305	3,435	3,569	3,710	3,853	4,006	4,126
	Hourly	16.32	16.94	17.60	18.29	18.99	19.74	20.51	21.32	22.14	23.02	23.71
83	Monthly	2,944	3,059	3,175	3,301	3,430	3,564	3,703	3,848	3,998	4,157	4,281
	Hourly	16.92	17.58	18.25	18.97	19.71	20.48	21.28	22.11	22.98	23.89	24.60
93	Monthly	3,117	3,238	3,364	3,495	3,632	3,775	3,921	4,074	4,235	4,400	4,532
	Hourly	17.91	18.61	19.33	20.09	20.87	21.70	22.53	23.41	24.34	25.29	26.05

Monthly Salary and Hourly Rate Schedule – Bachelor Degree Level Effective January 1, 2019

Salary Level	Monthly / hourly	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K*
13	Monthly	2,171	2,255	2,342	2,431	2,526	2,622	2,724	2,828	2,938	3,053	3,145
	Hourly	12.48	12.96	13.46	13.97	14.52	15.07	15.66	16.25	16.89	17.55	18.07
23	Monthly	2,190	2,276	2,364	2,454	2,550	2,646	2,750	2,858	2,967	3,082	3,176
	Hourly	12.59	13.08	13.59	14.10	14.66	15.21	15.80	16.43	17.05	17.71	18.25
33	Monthly	2,342	2,431	2,526	2,622	2,723	2,828	2,937	3,052	3,173	3,295	3,396
	Hourly	13.46	13.97	14.52	15.07	15.65	16.25	16.88	17.54	18.24	18.94	19.52
43	Monthly	2,435	2,527	2,624	2,726	2,831	2,941	3,054	3,177	3,299	3,427	3,531
	Hourly	13.99	14.52	15.08	15.67	16.27	16.90	17.55	18.26	18.96	19.70	20.29
53	Monthly	2,525	2,622	2,723	2,828	2,937	3,052	3,173	3,295	3,424	3,555	3,661
	Hourly	14.51	15.07	15.65	16.25	16.88	17.54	18.24	18.94	19.68	20.43	21.04
63	Monthly	2,755	2,862	2,973	3,087	3,212	3,331	3,462	3,598	3,739	3,883	4,001
	Hourly	15.83	16.45	17.09	17.74	18.46	19.14	19.90	20.68	21.49	22.32	22.99
73	Monthly	2,860	2,968	3,084	3,204	3,328	3,459	3,594	3,736	3,880	4,034	4,155
	Hourly	16.44	17.06	17.72	18.41	19.13	19.88	20.66	21.47	22.30	23.18	23.88
83	Monthly	2,965	3,080	3,197	3,324	3,454	3,589	3,729	3,875	4,026	4,186	4,311
	Hourly	17.04	17.70	18.37	19.10	19.85	20.63	21.43	22.27	23.14	24.06	24.78
93	Monthly	3,139	3,261	3,388	3,519	3,657	3,801	3,948	4,103	4,265	4,431	4,564
	Hourly	18.04	18.74	19.47	20.22	21.02	21.84	22.69	23.58	24.51	25.47	26.23

Monthly Salary and Hourly Rate Schedule - Bachelor Degree Level Effective July 1, 2019

Salary Level	Monthly / hourly	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K*
13	Monthly	2,352	2,444	2,538	2,634	2,737	2,841	2,952	3,064	3,184	3,308	3,408
	Hourly	13.52	14.05	14.59	15.14	15.73	16.33	16.97	17.61	18.30	19.01	19.59
23	Monthly	2,373	2,466	2,562	2,659	2,763	2,867	2,980	3,097	3,215	3,340	3,442
	Hourly	13.64	14.17	14.72	15.28	15.88	16.48	17.13	17.80	18.48	19.20	19.78
33	Monthly	2,538	2,634	2,737	2,841	2,951	3,064	3,183	3,307	3,438	3,570	3,680
	Hourly	14.59	15.14	15.73	16.33	16.96	17.61	18.29	19.01	19.76	20.52	21.15
43	Monthly	2,639	2,738	2,843	2,954	3,068	3,187	3,309	3,443	3,575	3,713	3,826
	Hourly	15.17	15.74	16.34	16.98	17.63	18.32	19.02	19.79	20.55	21.34	21.99
53	Monthly	2,736	2,841	2,951	3,064	3,183	3,307	3,438	3,570	3,710	3,852	3,967
	Hourly	15.72	16.33	16.96	17.61	18.29	19.01	19.76	20.52	21.32	22.14	22.80
63	Monthly	2,985	3,101	3,222	3,345	3,481	3,609	3,751	3,899	4,052	4,208	4,335
	Hourly	17.16	17.82	18.52	19.22	20.01	20.74	21.56	22.41	23.29	24.18	24.91
73	Monthly	3,099	3,216	3,342	3,472	3,606	3,748	3,894	4,048	4,204	4,371	4,502
	Hourly	17.81	18.48	19.21	19.95	20.72	21.54	22.38	23.26	24.16	25.12	25.87
83	Monthly	3,213	3,337	3,464	3,602	3,743	3,889	4,041	4,199	4,363	4,536	4,671
	Hourly	18.47	19.18	19.91	20.70	21.51	22.35	23.22	24.13	25.07	26.07	26.84
93	Monthly	3,401	3,534	3,671	3,813	3,963	4,119	4,278	4,446	4,622	4,801	4,946
	Hourly	19.55	20.31	21.10	21.91	22.78	23.67	24.59	25.55	26.56	27.59	28.43

* Step K will be implemented effective July 1, 2016. Advancement to Step K requires an employee to have been on Step J for five (5) years.

Appendix A.4 Transitional Employee Salary Schedule – Master Degree Level**Monthly Salary and Hourly Rate Schedule – Master Degree Level Effective July 1, 2018**

Salary Level	Monthly / hourly	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K*
14	Monthly	2,167	2,252	2,336	2,425	2,518	2,615	2,718	2,821	2,931	3,044	3,135
	Hourly	12.45	12.94	13.43	13.94	14.47	15.03	15.62	16.21	16.84	17.49	18.02
24	Monthly	2,188	2,273	2,361	2,449	2,545	2,642	2,743	2,849	2,960	3,072	3,164
	Hourly	12.57	13.06	13.57	14.07	14.63	15.18	15.76	16.37	17.01	17.66	18.18
34	Monthly	2,336	2,425	2,518	2,615	2,717	2,821	2,930	3,043	3,163	3,285	3,384
	Hourly	13.43	13.94	14.47	15.03	15.61	16.21	16.84	17.49	18.18	18.88	19.45
44	Monthly	2,430	2,519	2,617	2,719	2,824	2,934	3,045	3,166	3,288	3,417	3,520
	Hourly	13.97	14.48	15.04	15.63	16.23	16.86	17.50	18.20	18.90	19.64	20.23
54	Monthly	2,517	2,615	2,717	2,821	2,930	3,043	3,163	3,285	3,412	3,541	3,648
	Hourly	14.47	15.03	15.61	16.21	16.84	17.49	18.18	18.88	19.61	20.35	20.97
64	Monthly	2,748	2,853	2,964	3,079	3,200	3,321	3,452	3,584	3,723	3,869	3,985
	Hourly	15.79	16.40	17.03	17.70	18.39	19.09	19.84	20.60	21.40	22.24	22.90
74	Monthly	2,851	2,961	3,075	3,197	3,319	3,448	3,581	3,720	3,865	4,017	4,136
	Hourly	16.39	17.02	17.67	18.37	19.07	19.82	20.58	21.38	22.21	23.09	23.77
84	Monthly	2,957	3,070	3,191	3,312	3,440	3,575	3,714	3,859	4,010	4,167	4,293
	Hourly	16.99	17.64	18.34	19.03	19.77	20.55	21.34	22.18	23.05	23.95	24.67
94	Monthly	3,129	3,251	3,378	3,507	3,644	3,787	3,934	4,086	4,247	4,411	4,543
	Hourly	17.98	18.68	19.41	20.16	20.94	21.76	22.61	23.48	24.41	25.35	26.11

Monthly Salary and Hourly Rate Schedule – Master Degree Level Effective January 1, 2019

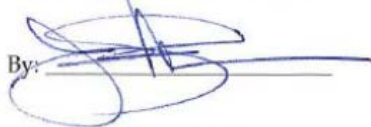
Salary Level	Monthly / hourly	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K*
14	Monthly	2,182	2,268	2,352	2,442	2,536	2,633	2,737	2,841	2,952	3,065	3,135
	Hourly	12.54	13.03	13.52	14.03	14.57	15.13	15.73	16.33	16.97	17.61	18.02
24	Monthly	2,203	2,289	2,378	2,466	2,563	2,660	2,762	2,869	2,981	3,094	3,164
	Hourly	12.66	13.16	13.67	14.17	14.73	15.29	15.87	16.49	17.13	17.78	18.18
34	Monthly	2,352	2,442	2,536	2,633	2,736	2,841	2,951	3,064	3,185	3,308	3,384
	Hourly	13.52	14.03	14.57	15.13	15.72	16.33	16.96	17.61	18.30	19.01	19.45
44	Monthly	2,447	2,537	2,635	2,738	2,844	2,955	3,066	3,188	3,311	3,441	3,520
	Hourly	14.06	14.58	15.14	15.74	16.34	16.98	17.62	18.32	19.03	19.78	20.23
54	Monthly	2,535	2,633	2,736	2,841	2,951	3,064	3,185	3,308	3,436	3,566	3,648
	Hourly	14.57	15.13	15.72	16.33	16.96	17.61	18.30	19.01	19.75	20.49	20.97
64	Monthly	2,767	2,873	2,985	3,101	3,222	3,344	3,476	3,609	3,749	3,896	3,985
	Hourly	15.90	16.51	17.16	17.82	18.52	19.22	19.98	20.74	21.55	22.39	22.90
74	Monthly	2,871	2,982	3,097	3,219	3,342	3,472	3,606	3,746	3,892	4,045	4,136
	Hourly	16.50	17.14	17.80	18.50	19.21	19.95	20.72	21.53	22.37	23.25	23.77
84	Monthly	2,978	3,091	3,213	3,335	3,464	3,600	3,740	3,886	4,038	4,196	4,293
	Hourly	16.99	17.64	18.34	19.03	19.77	20.55	21.34	22.18	23.05	23.95	24.67
94	Monthly	3,129	3,251	3,378	3,507	3,644	3,787	3,934	4,086	4,247	4,411	4,543
	Hourly	17.98	18.68	19.41	20.16	20.94	21.76	22.61	23.48	24.41	25.35	26.11

Monthly Salary and Hourly Rate Schedule Effective July 1, 2019

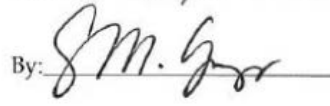
Salary Level	Monthly / hourly	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K*
14	Monthly	2,364	2,458	2,549	2,646	2,748	2,853	2,966	3,079	3,199	3,321	3,421
	Hourly	13.59	14.13	14.65	15.21	15.79	16.40	17.05	17.70	18.39	19.09	19.66
24	Monthly	2,387	2,480	2,577	2,672	2,777	2,882	2,993	3,109	3,230	3,353	3,452
	Hourly	13.72	14.25	14.81	15.36	15.96	16.56	17.20	17.87	18.56	19.27	19.84
34	Monthly	2,549	2,646	2,748	2,853	2,965	3,079	3,198	3,320	3,451	3,585	3,693
	Hourly	14.65	15.21	15.79	16.40	17.04	17.70	18.38	19.08	19.83	20.60	21.22
44	Monthly	2,652	2,749	2,855	2,967	3,082	3,202	3,322	3,455	3,588	3,729	3,841
	Hourly	15.24	15.80	16.41	17.05	17.71	18.40	19.09	19.86	20.62	21.43	22.07
54	Monthly	2,747	2,853	2,965	3,079	3,198	3,320	3,451	3,585	3,723	3,864	3,981
	Hourly	15.79	16.40	17.04	17.70	18.38	19.08	19.83	20.60	21.40	22.21	22.88
64	Monthly	2,998	3,113	3,235	3,360	3,491	3,624	3,767	3,911	4,062	4,222	4,348
	Hourly	17.23	17.89	18.59	19.31	20.06	20.83	21.65	22.48	23.34	24.26	24.99
74	Monthly	3,111	3,231	3,356	3,488	3,621	3,762	3,907	4,059	4,217	4,383	4,513
	Hourly	17.88	18.57	19.29	20.05	20.81	21.62	22.45	23.33	24.24	25.19	25.94
84	Monthly	3,227	3,349	3,482	3,614	3,754	3,901	4,053	4,211	4,376	4,547	4,684
	Hourly	18.55	19.25	20.01	20.77	21.57	22.42	23.29	24.20	25.15	26.13	26.92
94	Monthly	3,414	3,548	3,686	3,827	3,977	4,133	4,293	4,459	4,635	4,813	4,957
	Hourly	19.62	20.39	21.18	21.99	22.86	23.75	24.67	25.63	26.64	27.66	28.49

* Step K will be implemented effective July 1, 2016. Advancement to Step K requires an employee to have been on Step J for five (5) years.


Lake Washington Institute of Technology
Federation of Classified Employees,
Local No. 4787

Dated: 6.2.17
By: 
Judy Mattson, President

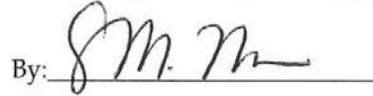
Lake Washington Institute of Technology
District No. 26

Dated: 6/5/17
By: 
Dr. Amy M. Goings, President

Lake Washington Institute of Technology
Federation of Classified Employees,
Local No. 4787

Dated: 6.13.2019
By: 
Heidi Davis, President

Lake Washington Institute of Technology
District No. 26

Dated: 6.13.2019
By: 
Dr. Amy Morrison, President

This Memorandum of Understanding is supplemental to the Agreement by and between the College and the Federation.

Transitional Salary Schedule

The College and the Federation agree to include in this memorandum the salary schedules for employees who were employed by the College on June 30, 2007 and who earned educational stipends that were later added to the transitional salary schedules at the certificate level (Appendix A.1), associate degree level (Appendix A.2), bachelor degree level (Appendix A.3), and master degree level (Appendix A.4). These appendices apply only to those eligible employees who transitioned to these salary schedules under the terms of the prior contract.

Appendix A.1 Transitional Employee Salary Schedule - Certificate Level

Monthly Salary and Hourly Rate Schedule Effective July 1, 2020

Salary Level		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K*
11	Monthly	2,391	2,487	2,581	2,680	2,785	2,892	3,009	3,123	3,247	3,375	3,477
	Hourly	13.74	14.29	14.83	15.40	16.01	16.62	17.29	17.95	18.66	19.40	19.98
21	Monthly	2,414	2,509	2,608	2,709	2,815	2,923	3,037	3,155	3,277	3,406	3,508
	Hourly	13.87	14.42	14.99	15.57	16.18	16.80	17.45	18.13	18.83	19.57	20.16
31	Monthly	2,581	2,680	2,785	2,892	3,008	3,123	3,246	3,374	3,507	3,645	3,752
	Hourly	14.83	15.40	16.01	16.62	17.29	17.95	18.66	19.39	20.16	20.95	21.56
41	Monthly	2,684	2,786	2,894	3,010	3,128	3,252	3,377	3,512	3,649	3,793	3,905
	Hourly	15.43	16.01	16.63	17.30	17.98	18.69	19.41	20.18	20.97	21.80	22.44
51	Monthly	2,784	2,892	3,008	3,123	3,246	3,374	3,507	3,645	3,788	3,933	4,050
	Hourly	16.00	16.62	17.29	17.95	18.66	19.39	20.16	20.95	21.77	22.60	23.28
61	Monthly	3,042	3,161	3,287	3,413	3,549	3,685	3,831	3,980	4,139	4,300	4,428
	Hourly	17.48	18.17	18.89	19.61	20.40	21.18	22.02	22.87	23.79	24.71	25.45
71	Monthly	3,157	3,279	3,410	3,546	3,682	3,826	3,975	4,134	4,295	4,467	4,600
	Hourly	18.14	18.84	19.60	20.38	21.16	21.99	22.84	23.76	24.68	25.67	26.44
81	Monthly	3,275	3,403	3,538	3,676	3,819	3,969	4,126	4,289	4,459	4,634	4,774
	Hourly	18.82	19.56	20.33	21.13	21.95	22.81	23.71	24.65	25.63	26.63	27.44
91	Monthly	3,471	3,605	3,747	3,892	4,048	4,208	4,372	4,542	4,725	4,909	5,056
	Hourly	19.95	20.72	21.53	22.37	23.26	24.18	25.13	26.10	27.16	28.21	29.06

Appendix A.2 Transitional Employee Salary Schedule - Associate Degree Level

Monthly Salary and Hourly Rate Schedule Effective July 1, 2020

Salary Level		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K*
12	Monthly	2,398	2,492	2,587	2,686	2,793	2,899	3,015	3,130	3,255	3,382	3,482
	Hourly	13.78	14.32	14.87	15.44	16.05	16.66	17.33	17.99	18.71	19.44	20.01
22	Monthly	2,421	2,517	2,613	2,716	2,821	2,930	3,043	3,163	3,288	3,413	3,516
	Hourly	13.91	14.47	15.02	15.61	16.21	16.84	17.49	18.18	18.90	19.61	20.21
32	Monthly	2,587	2,686	2,793	2,899	3,013	3,130	3,253	3,381	3,515	3,651	3,759
	Hourly	14.87	15.44	16.05	16.66	17.32	17.99	18.70	19.43	20.20	20.98	21.60
42	Monthly	2,691	2,794	2,901	3,016	3,134	3,259	3,383	3,518	3,655	3,799	3,914
	Hourly	15.47	16.06	16.67	17.33	18.01	18.73	19.44	20.22	21.01	21.83	22.49
52	Monthly	2,790	2,899	3,013	3,130	3,253	3,381	3,515	3,651	3,796	3,940	4,056
	Hourly	16.03	16.66	17.32	17.99	18.70	19.43	20.20	20.98	21.82	22.64	23.31
62	Monthly	3,049	3,168	3,292	3,420	3,555	3,692	3,839	3,990	4,145	4,305	4,434
	Hourly	17.52	18.21	18.92	19.66	20.43	21.22	22.06	22.93	23.82	24.74	25.48
72	Monthly	3,166	3,289	3,415	3,552	3,688	3,834	3,984	4,142	4,302	4,473	4,609
	Hourly	18.20	18.90	19.63	20.41	21.20	22.03	22.90	23.80	24.72	25.71	26.49
82	Monthly	3,283	3,411	3,545	3,683	3,826	3,975	4,133	4,296	4,465	4,639	4,781
	Hourly	18.87	19.60	20.37	21.17	21.99	22.84	23.75	24.69	25.66	26.66	27.48
92	Monthly	3,477	3,612	3,756	3,900	4,053	4,213	4,379	4,549	4,732	4,918	5,066
	Hourly	19.98	20.76	21.59	22.41	23.29	24.21	25.17	26.14	27.20	28.26	29.11

Appendix A.3 Transitional Employee Salary Schedule - Bachelor Degree Level

Monthly Salary and Hourly Rate Schedule Effective July 1, 2020

Salary Level		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K*
13	Monthly	2,418	2,512	2,609	2,708	2,814	2,921	3,035	3,150	3,273	3,401	3,503
	Hourly	13.90	14.44	14.99	15.56	16.17	16.79	17.44	18.10	18.81	19.55	20.13
23	Monthly	2,439	2,535	2,634	2,733	2,840	2,947	3,063	3,184	3,305	3,434	3,538
	Hourly	14.02	14.57	15.14	15.71	16.32	16.94	17.60	18.30	18.99	19.74	20.33
33	Monthly	2,609	2,708	2,814	2,921	3,034	3,150	3,272	3,400	3,534	3,670	3,783
	Hourly	14.99	15.56	16.17	16.79	17.44	18.10	18.80	19.54	20.31	21.09	21.74
43	Monthly	2,713	2,815	2,923	3,037	3,154	3,276	3,402	3,539	3,675	3,817	3,933
	Hourly	15.59	16.18	16.80	17.45	18.13	18.83	19.55	20.34	21.12	21.94	22.60
53	Monthly	2,813	2,921	3,034	3,150	3,272	3,400	3,534	3,670	3,814	3,960	4,078
	Hourly	16.17	16.79	17.44	18.10	18.80	19.54	20.31	21.09	21.92	22.76	23.44
63	Monthly	3,069	3,188	3,312	3,439	3,578	3,710	3,856	4,008	4,165	4,326	4,456
	Hourly	17.64	18.32	19.03	19.76	20.56	21.32	22.16	23.03	23.94	24.86	25.61
73	Monthly	3,186	3,306	3,436	3,569	3,707	3,853	4,003	4,161	4,322	4,493	4,628
	Hourly	18.31	19.00	19.75	20.51	21.30	22.14	23.01	23.91	24.84	25.82	26.60
83	Monthly	3,303	3,430	3,561	3,703	3,848	3,998	4,154	4,317	4,485	4,663	4,802
	Hourly	18.98	19.71	20.47	21.28	22.11	22.98	23.87	24.81	25.78	26.80	27.60
93	Monthly	3,496	3,633	3,774	3,920	4,074	4,234	4,398	4,570	4,751	4,935	5,084
	Hourly	20.09	20.88	21.69	22.53	23.41	24.33	25.28	26.26	27.30	28.36	29.22

Appendix A.4 Transitional Employee Salary Schedule - Master Degree Level

Monthly Salary and Hourly Rate Schedule Effective July 1, 2020

Salary Level		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K*
14	Monthly	2,430	2,527	2,620	2,720	2,825	2,933	3,049	3,165	3,289	3,414	3,517
	Hourly	13.97	14.52	15.06	15.63	16.24	16.86	17.52	18.19	18.90	19.62	20.21
24	Monthly	2,454	2,549	2,649	2,747	2,855	2,963	3,077	3,196	3,320	3,447	3,549
	Hourly	14.10	14.65	15.22	15.79	16.41	17.03	17.68	18.37	19.08	19.81	20.40
34	Monthly	2,620	2,720	2,825	2,933	3,048	3,165	3,288	3,413	3,548	3,685	3,796
	Hourly	15.06	15.63	16.24	16.86	17.52	18.19	18.90	19.61	20.39	21.18	21.82
44	Monthly	2,726	2,826	2,935	3,050	3,168	3,292	3,415	3,552	3,688	3,833	3,949
	Hourly	15.67	16.24	16.87	17.53	18.21	18.92	19.63	20.41	21.20	22.03	22.70
54	Monthly	2,824	2,933	3,048	3,165	3,288	3,413	3,548	3,685	3,827	3,972	4,092
	Hourly	16.23	16.86	17.52	18.19	18.90	19.61	20.39	21.18	21.99	22.83	23.52
64	Monthly	3,082	3,200	3,326	3,454	3,589	3,725	3,872	4,021	4,176	4,340	4,470
	Hourly	17.71	18.39	19.11	19.85	20.63	21.41	22.25	23.11	24.00	24.94	25.69
74	Monthly	3,198	3,321	3,450	3,586	3,722	3,867	4,016	4,173	4,335	4,506	4,639
	Hourly	18.38	19.09	19.83	20.61	21.39	22.22	23.08	23.98	24.91	25.90	26.66
84	Monthly	3,317	3,443	3,579	3,715	3,859	4,010	4,166	4,329	4,499	4,674	4,815
	Hourly	19.06	19.79	20.57	21.35	22.18	23.05	23.94	24.88	25.86	26.86	27.67
94	Monthly	3,510	3,647	3,789	3,934	4,088	4,249	4,413	4,584	4,765	4,948	5,096
	Hourly	20.17	20.96	21.78	22.61	23.49	24.42	25.36	26.34	27.39	28.44	29.29

* Step K will be implemented effective July 1, 2016. Advancement to Step K requires an employee to have been on Step J for five (5) years. Applies to Appendices A1, A2, A3, and A4.

Lake Washington Institute of Technology
 Federation of Classified Employees,
 Local No. 4787

Lake Washington Institute of Technology
 District No. 26

Dated: _____

Dated: _____

By: _____

By: _____

Heidi Davis, President

Dr. Amy Morrison, President

Memorandum of Understanding B
by and between
Lake Washington Institute of Technology, District No. 26
and the
Lake Washington Institute of Technology
Federation of Classified Employees, Local 4787
Effective January 26, 2017 through June 29, 2020

This memorandum of understanding is supplemental to the Agreement by and between the Lake Washington Institute of Technology District No. 26, hereinafter referred to as the Employer, and the Lake Washington Institute of Technology Federation of Classified Employees Local 4787, hereinafter referred to as the Federation.

Article 1, sections 1.1 and 1.1.3 refers to “substitutes” and “casual” employees. These terms are not currently used as they are defined in the contract. For the duration of the contract, these terms and definitions will be replaced and implemented as follows:

1. Temporary Employee: A person working less than 360 hours, who is hired to fill a vacant position, work on a project or otherwise does bargaining unit work for a defined period of time. Temporary employees working in excess of 360 hours within a twelve (12) month period in the same year becomes subject to the contract per section 1.1.
Substitute Employee: An employee who is eligible to work on an as-needed or defined period of time in the absence of a regular employee who is expected to return to their position.
Casual Employee: Replaced by the term “Temporary Employee” above.
2. To facilitate the tracking of time worked by the temporary employee to comply with the contract, the forty-five days referenced in Article 1, section 1.1 shall be converted to hours based on an eight (8) hour day. For the duration of this contract, the 45 days means 360 hours.
3. Temporary or Substitute employees working in excess of 360 hours in the same position shall be subject to the terms and conditions of the contract. In the event an assignment will exceed 360 hours, an exception may be made on a case by case basis when agreed to by the Federation.
4. The Employer will provide the Federation a monthly listing of all classified union employees notating which employees are temporary and the current number of hours the employee has worked.

LAKE WASHINGTON INSTITUTE OF TECHNOLOGY
OF CLASSIFIED EMPLOYEES,

LAKE WASHINGTON INSTITUTE OF FEDERATION
TECHNOLOGY, DISTRICT 26

LOCAL 4787

Dated: 6.2.17
By: [Signature]
Judy Mattson, President

Dated: 6/5/17
By: [Signature]
Dr. Amy Morrison Goings, President

Memorandum of Understanding C
by and between
Lake Washington Institute of Technology, District No. 26
and the
Lake Washington Institute of Technology
Federation of Classified Employees, Local 4787
Effective July 1, 2017 through June 30, 2020

This memorandum of understanding is supplemental to the Agreement by and between the Lake Washington Institute of Technology District No. 26, hereinafter referred to as the Employer, and the Lake Washington Institute of Technology Federation of Classified Employees Local 4787, hereinafter referred to as the Federation.

The Employer and the Federation have agreed to define "Paid Status" in Section 14.3 as having worked the scheduled working day before and after the holiday.

This memorandum is effective 11/15/15.

LAKE WASHINGTON INSTITUTE OF TECHNOLOGY
 FEDERATION OF CLASSIFIED EMPLOYEES,
 LOCAL 4787

LAKE WASHINGTON INSTITUTE OF
 TECHNOLOGY, DISTRICT 26

Dated: 6.2.17

Dated: 6.5.17

By: 
 Judy Mattson
 President

By: 
 Dr. Amy Morrison Goings
 President

Memorandum of Understanding D
by and between
Lake Washington Institute of Technology, District No. 26
and the
Lake Washington Institute of Technology
Federation of Classified Employees, Local 4787
Effective July 1, 2017 through June 30, 2020

This memorandum of understanding is supplemental to the Agreement by and between the Lake Washington Institute of Technology District No. 26, hereinafter referred to as the Employer, and the Lake Washington Institute of Technology Federation of Classified Employees Local 4787, hereinafter referred to as the Federation.

The Employer and the Federation have agreed to change in Article 2 and Appendix C.1 and Appendix C.2 as follows:

Article 2, Section 2.1 (see attached)

Article 2, Section 2.2 (see attached)

Appendix C.1 (see attached)

Appendix C.2 (eliminated)

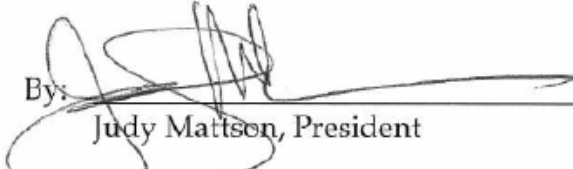
This memorandum takes effect 11/6/2018.

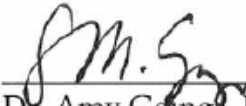
LAKE WASHINGTON INSTITUTE OF TECHNOLOGY
 FEDERATION OF CLASSIFIED EMPLOYEES,
 LOCAL 4787

LAKE WASHINGTON INSTITUTE OF
 TECHNOLOGY, DISTRICT 26

Dated: 11/6/18

Dated: 11/6/18

By: 
 Judy Mattson, President

By: 
 Dr. Amy Goings, President

Article 2 Dues Deductions/Representation Fees

Section 2.1

Dues Deduction: The employer shall provide a membership election/dues deduction form to eligible employees. Upon authorization to the Employer and Federation by an employee to become a member of the Federation and pay membership dues, the Employer shall process payroll deduction of dues. The Employer will honor the terms and conditions of each employee's signed membership election/dues deduction form.

Section 2.2

Process: Payroll shall process the dues deductions on the next available pay date.

Section 2.3

The Federation shall provide the College's Chief Human Resources Officer written notification of a change in the dues deduction percentage at least sixty (60) days prior to the implementation of such change.

Section 2.4

Revocation: an employee may revoke their authorization for payroll deduction of payments to the Federation by written notice on the membership election/dues deduction form to the Employer and Federation in accordance with the terms and conditions of their signed membership election/dues deduction form. Every effort will be made to end the deduction effective on the next available payroll.

Section 2.5

Indemnification: The College shall be held harmless by the Federation and employees for compliance with this Article.

Memorandum of Understanding E
by and between
Lake Washington Institute of Technology, District No. 26
and the
Lake Washington Institute of Technology
Federation of Classified Employees, Local 4787
Effective July 1, 2017 through June 30, 2020

This memorandum of understanding is supplemental to the Agreement by and between the Lake Washington Institute of Technology District No. 26, hereinafter referred to as the Employer, and the Lake Washington Institute of Technology Federation of Classified Employees Local 4787, hereinafter referred to as the Federation.

The Employer and the Federation have agreed to changes in Article 11 to reflect changes in annual evaluation due dates as follows:

Article 11 Section 11.1

The immediate supervisor shall evaluate the performance of each employee annually before June 30 using the evaluation process and forms in Appendix B.1 and B.2. Employees and supervisors are encouraged to use the evaluation process throughout the year.

Article 11 Section 11.1.1

Evaluations **are due** for the following employees:

- Employees whose anniversary months fall in: April, May, June, July, August, September, October, November, and December

Evaluations **are not due** for the following employees:


- Employees whose anniversary months fall in: January, February, and March

Lake Washington Institute of Technology
 Federation of Classified Employees
 Local No. 4787

Lake Washington Institute of Technology
 District No. 26

Dated: 5.15.2019

Dated: 5.15.19

By: 
 Heidi Davis, President

By: 
 Dr. Amy Morrison, President