

**MEMORANDUM OF UNDERSTANDING B**

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  
2021-2022**

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

LWFT and the College have agreed that as part of the funding provided by House Bill 2158, designed to support high-demand and high-wage faculty positions, that a supplemental pay scale will be created and added to the faculty salary schedule for all affected Nursing Faculty.

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.

LWFT and the College agree that without increased salaries, it will be exceedingly difficult to recruit and retain competent Nursing faculty.

**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.

**NAC Position**

The College will pay current NAC faculty adjunct salary as a full-time adjunct teaching a full load from the general fund, and Nurse Educator will pay for conversion to full-time and the movement from Step B to E.

**Nurse Educator Salary Scale**

Tenured, Tenure-Track, Annual Renewable, and Adjunct faculty will receive salary adjustments per the scale below. Placement on the scale will be dependent on the experience of the faculty member in question. 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 House Bill 2158.

**Nursing – Full-Time  
STEP**

	<b>EXPERIENCE</b>	<b>SALARY</b>
C	Master's and 2-5 years teaching or industry experience	90,000
D	Master's and 6-19 years teaching or industry experience	95,000
E	Master's and 20+ teaching or industry experience or Doctorate/ARNP and 2-10 years teaching or industry experience	100,000
F	Doctorate/ARNP and 11+ years teaching or industry experience	105,000

**Nursing - Adjunct  
STEP**

	<b>EXPERIENCE</b>	<b>(Course Credit Salary Rates)</b>		
		Theory (10 hours)	Guided Practice (20 hours)	Field Based (30 hours)
C	Bachelor's degree, 2-10 years teaching or industry experience	900.21	1800.42	2700.63
D	Bachelor's degree, 11+ years teaching or industry experience or Master's degree, 2-10 years teaching or industry experience	962.21	1924.42	2886.62
E	Master's degree, 11+ more years teaching or industry experience or Doctorate degree	986.74	1973.48	2960.22

**Certificate Stipend**

Nursing Faculty who possess a certification from a specialty branch of nursing shall receive a one-time \$1000 stipend for each Dean- approved certification. The faculty members shall present the certificate to HR who will vet and store it. This applies to both Full-Time and Adjunct faculty. This stipend will be paid upon receipt and verification from Human Resources.

**Tenure Increase**

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

**Nursing Professional Development Funds**

Monies remaining after all salaries and stipends are paid shall be put into a Professional Development Fund. These Professional Development funds shall be available to faculty who seek to advance their careers in ways which will benefit the School of Nursing or for training programs which would benefit the entire faculty. The exact nature of the disbursements shall be decided by the Nursing Faculty Professional Development Fund Committee. Requirements for receiving funds will include but not be limited to: benefit to the school, likelihood of creating retention, addressing current needs, and how often the party applying has drawn funds prior.

The Nursing Faculty Professional Development Fund Committee will be comprised of faculty, 2 from Nursing, 2 from other disciplines, and 2 members of Administration. The committee will be responsible for developing an application form and for meeting no less than semi-quarterly to decide on disbursement.

If all the monies in the fund are not disbursed in an academic year, the remaining funds will be distributed as a one-time stipend, divided between FT and PT faculty on a prorated basis. Faculty will be held accountable for using these funds for professional development.

Adjunct Faculty are eligible for professional development Nurse Education funds on a prorated basis through the same application process.

**2021-2022 Funds**

Salary adjustments are effective Fall quarter 2021. Once implemented in Winter Quarter, the next payroll period will include a payment equivalent to the fall quarter portion of the annual salary increase to account for the Fall Quarter salary differential.

**Stability of the Workforce Education Act**

Should the legislature fail to renew the Workforce Education Act, this MOU will immediately become reopened for bargaining.

This memorandum takes effect upon signature by both parties.

Lake Washington Federation of Teachers,  
Local 3533

Dated: Jan 25, 2022

By:   
Gregory Bem (Jan 25, 2022 13:30 PST)

Greg Bem, Interim President

Lake Washington Institute of Technology  
District No. 26

Dated: 01/20/2022

By: 

Dr. Amy Morrison, President