

Memorandum of Understanding
2023 - 2026 CBA-001

This Memorandum of Understanding is by and between Columbia Basin College (“CBC” or the “College”) and the CBC Association of Higher Education (“AHE” or the “Union”) representing the faculty bargaining unit of instructors, counselors, and librarians, and is incorporated by reference as part of the 2023-2026 Collective Bargaining Agreement in duration from July 1, 2023, to June 30, 2026.

Agreement

CBC and AHE previously bargained the allocation of additional funding for CBC Nursing Faculty salaries provided under Washington State House Bill 2158. See 2018-2021 CBA-008, incorporated herein by reference. The parties agree to extend that agreement as follows:

1. Nurse Educator Differential Pay – Full-time Faculty.

Full-time Nursing Faculty employed with Columbia Basin College to teach in the ADN, BSN, and future Nurse Educator Programs implemented in response to HB 2158 shall be paid an additional 26.5% differential pay over the base salary for the individual faculty member as set forth in the Salary Schedule in Section 13.1 of the CBA. The Nurse Educator programs are specific to those taught by the Nursing Faculty identified under the Nursing RIF Unit, as well as one-year temporary and any special faculty instructors supporting those Nursing Programs. The Nurse Educator differential pay will be paid in equal distributions in accordance with each full-time faculty members pay period designation for the base salary under Section 13.1.6 of the CBA.

This differential pay is exclusively contingent upon State funding appropriated to the College. In the event the funding for Washington State House Bill 2158, Part IV, Section 5(4) is eliminated, the College will cease providing differential pay contemporaneous with the funding elimination.

2. Nurse Educator Differential Pay – Adjunct Faculty.

Nurse Educator adjunct faculty teaching assigned instruction under the NRS course prefix, as noted in an appointment notice or hourly through submission of timecards/Faculty Workload payroll, shall be paid an additional 26.5% differential pay over the base hourly rate set forth in Section 17.7.3 of the CBA for performance of the instruction. This differential pay will be paid in accordance with the paydays published for

the applicable quarter of instruction. For hourly work performed under a timecard accounting, the differential pay will be paid on the next payday if the time is submitted to the College's Human Resources Office by payroll cutoff for the payday in which the instruction is performed.

This differential pay is exclusively contingent upon State funding appropriated to the College. In the event the funding for Washington State House Bill 2158, Part IV, Section 5(4) is eliminated, the College will cease providing differential pay contemporaneous with the funding elimination.

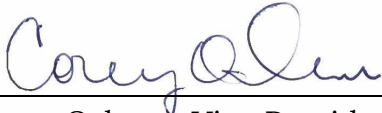
This agreement is effective for the duration of the 2023-2026 contract or until funding for Washington State House Bill 2158 Part IV, Section 5(4) is eliminated, whichever occurs first.



Christopher Herbert, President
Association for Higher Education

10/30/2023

Date



Corey Osborn, Vice President
Human Resources & Legal Affairs

10/30/2023

Date