



NOTICE OF SPECIAL MEETING

BOARD OF TRUSTEES COLLEGE DISTRICT NO.10
Green River College, Auburn, Washington

September 23, 2022

The Board of Trustees of College District No. 10 will hold a special meeting on Friday, September 23, 2022 at 9:30a.m. Jennifer Ramirez Robson, Board Chair, will preside. Attendance is available in-person in the Zgolinski Center Board Room or via zoom at: <https://us02web.zoom.us/j/86958878472> or call in at: 253-215-8782. Meeting ID: 869 5887 8472 Passcode: 414977

TIME (approximate)	TOPIC	PRESENTER	TAB
9:30 AM	CALL TO ORDER	Jennifer Ramirez Robson	
	ROLL CALL		
9:35 AM	Three United Faculty MOU's	Rolita Ezeonu	TAB A
If needed	EXECUTIVE SESSION		
9:45AM	ACTION RECOMMENDATIONS		ACTION
	Three United Faculty MOU's		
9:50PM	PUBLIC COMMENT		
	ADJOURNMENT		

If you need disability related accommodations to make this event accessible, please contact Human Resources at 253-833-9111, ext. 2600; TTY 253-288-3359; or by email at hr@greenriver.edu.

Green River College is an equal opportunity educator and employer. Learn more at www.greenriver.edu/accessibility.

High Demand Funding Tier 1-3

MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN
GREEN RIVER COLLEGE
AND
THE GREEN RIVER UNITED FACULTY COALITION, A.F.T. LOCAL 2195-AFL-CIO

This memo confirms the following understanding and commitment made between Green River College and the Green River United Faculty Coalition, A.F.T. Local 2195. The \$904,283 allocated by the legislature in E2SHB 2158 (2019-20) for Fiscal Year-July 1, 2022 - June 30, 2023, is to increase high-demand program faculty salaries (identified herein as Tiers 1-3). The premium payments in this memo are for Fiscal Year-July 1, 2022 - June 30, 2023. Nothing herein should be construed to affect the Nurse Educator Allocation MOU for fiscal Year-July 1, 2022 - June 30, 2023, which addresses Nursing faculty compensation legislatively allocated in House Bill 2158.

- Provide a premium of \$7,000 to identified High Demand Full-time Faculty in Tier 1* up to 1.0 FTEF.
- Provide a premium of \$5,000 to identified High Demand Full-time Faculty in Tier 2* up to 1.0 FTEF.
- Provide a premium of \$3,500 to identified High Demand Full-time Faculty in Tier 3* up to 1.0 FTEF.
- Provide a premium of up to \$7,000 to identified High Demand Adjunct Faculty in Tier 1 equivalent to the percent of 1.0 annual FTEF taught Summer 2022, Fall 2022, Winter 2023, and Spring 2023.
- Provide premium of up to \$5,000 to identified High Demand Adjunct Faculty in Tier 2 equivalent to the percent of 1.0 annual FTEF taught Summer 2022, Fall 2022, Winter 2023, and Spring 2023.
- Provide a premium of up to \$3,500 to identified High Demand Adjunct Faculty in Tier 3 equivalent to the percent of 1.0 annual FTEF taught Summer 2022, Fall 2022, Winter 2023, and Spring 2023.
- Cover benefit costs associated with the Premiums.
- For full-time faculty members in Tiers 1-3, high demand premiums will be included in annual salary contracts and distributed evenly over 19 pay periods.
- For adjunct faculty members, high demand premiums will be paid in a lump sum for each quarter. Each quarter's premium will be based on the percent of 1.0 FTEF worked that quarter, up to 1.0 FTEF cumulatively for the academic year. Every effort will be made to include premiums in the second paycheck issued for that quarter's teaching contract.
- If after all faculty have been compensated, there is money remaining from the High-Demand allocation, then the Agent and the College agree to bargain those monies.

Programs included in each Tier:

- Tier 1 Programs: Trades (Mechatronics, Manufacturing, Carpentry, Welding, Automotive), Engineering, Computer Science, Information Technology, OTA, PTA.
- Tier 2 Programs: Criminal Justice, Business (Business Management and Business Entrepreneurship), BTAC, Accounting, Court Reporting, Drafting, Natural Resources, Aviation, ECE.
- Tier 3 Programs: Science (Chemistry, T AP/Biology, Physics, Geology), Math, Counseling Services.

NOTE: When faculty members from the TS division teach an IBEST course combined with a class in a higher tier, they will receive the stipend for the higher tier for the IBEST proportion of their load, up to 1.0 FTEF. TS faculty participating in IBEST in Nursing programs will receive the Tier 1 stipend.



9/20/2022

Jaeney Hoene, President
Green River United Faculty Coalition

Jennifer Ramirez Robson
Board of Trustees Chair
Green River College

Tier 4 MOU

MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN
GREEN RIVER COLLEGE
AND
THE GREEN RIVER UNITED FACULTY COALITION, A.F.T. LOCAL 2195-AFL-CIO

This memo confirms the following understanding and commitment made between Green River College (the college) and the Green River United Faculty Coalition, A.F.T. Local 2195 (the UF). . The Tier 4 payments specified in this MOU are to compensate the faculty and programs not covered by E2SHB 2158 (2019-20) for Fiscal Year July 1, 2022 - June 30, 2023 and will be paid out accordingly in the fiscal year.

- Provide a premium of \$3,000 to identified Full-time Faculty in Tier 4 up to 1.0 FTEF.
- Provide premium of up to \$3,000 to identified Adjunct Faculty in Tier 4 equivalent to the percent of 1.0 annual FTEF taught Summer 2022, Fall 2022, Winter 2023, and Spring 2023.
- Cover benefit costs associated with the wage supplements.
- For full-time faculty members in Tier 4, premiums will be included in annual salary contracts and distributed evenly over 19 pay periods.
- For adjunct faculty members, premiums will be paid in a lump sum for each quarter. Each quarter's premium will be based on the percent of 1.0 FTEF worked that quarter, up to 1.0 FTEF cumulatively for the academic year. Every effort will be made to include premiums in the second paycheck issued for that quarter's teaching contract

- Both parties agree that the \$600K described herein shall continue, even if specific distribution changes during future negotiations. In future fiscal years, \$600,000 in premium payments for Tier 4 faculty will be continued provided that dedicated, High-Demand Funding from the legislature is maintained and that the High-Demand Premium MOU is renewed. If changes to the number of faculty of Tier 4 occur, the college and the UF agree to re-open bargaining about the premium amount . If the funding in E2SHB 2158 (2019-20) is not renewed for FY 2024, the college and the UF agree to re-open bargaining about [specific distribution of the ongoing] \$600,000 that is currently budgeted for Tier 4.

Programs included in each Tier:

- Tier 1 Programs: Trades (Mechatronics, Manufacturing, Carpentry, Welding, Automotive), Engineering, Computer Science, Information Technology, OTA, PTA.
- Tier 2 Programs: Criminal Justice, Business (Business Management and Business Entrepreneurship), BTAC, Accounting, Court Reporting, Drafting, Natural Resources, Aviation, ECE.
- Tier 3 Programs: Science (Chemistry, T AP/Biology, Physics, Geology), Math, Counseling Services.

- Tier 4 Programs: All programs, including the Intensive English Program, not named in Tiers 1, 2, 3, or covered by the current Nursing MOU.

NOTE: When faculty members from the TS division teach an IBEST course combined with a class in a higher tier, they will receive the stipend for the higher tier for the IBEST proportion of their load, up to 1.0 FTEF. TS faculty participating in IBEST in Nursing programs will receive the Tier 1 stipend.



9/20/2022

Jaeney Hoene, President
Green River United Faculty Coalition, President

Jennifer Ramirez Robson
Board of Trustees Chair
Green River College

Nursing MOU

MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN
GREEN RIVER COLLEGE
AND
THE GREEN RIVER UNITED FACULTY COALITION, A.F.T. LOCAL 2195-AFL-CIO

This memo confirms the following understanding and commitment made between Green River College and the Green River United Faculty Coalition, A.F.T. Local 2195, regarding the \$309,000 from the HB 2158 Nurse Educator. This funding will be allocated strictly for the purpose of increasing compensation for Nurse Educators, defined as those educators and administrators whose positions require a nursing credential, by a 26.5%.

Green River College and the United Faculty Coalition agree to the following compensation adjustments, to be drawn solely from the \$309,000 allocated for this purpose:

1. All full-time faculty who are Nurse Educators will receive a stipend in the amount of 26.5% of their full annual salary, as represented in their 2022-2023 annual contracts.
2. All adjunct faculty will receive a stipend in the amount of 26.5% of their full quarterly salary, as represented in the contract issued for that quarter.
3. All full-time faculty teaching "moonlight" classes will receive a stipend in the amount of 26.5% of the amount indicated in their quarterly contract for "moonlight" classes.
4. All Nurse Educators teaching summer quarter 2022 will receive a lump sum payment equal to 26.5% of their Summer 2022 teaching contract.
5. For Fall quarter 2022, faculty teaching nutrition will be paid at the 26.5% premium stipend. For Winter faculty teaching nutrition will be paid at the a premium up to \$12,000 equivalent to the percent of 1.0 annual FTEF taught during this quarter, and for Spring 2023, faculty teaching nutrition will be paid at the a premium up to \$7,000 equivalent to the percent of 1.0 annual FTEF taught during this quarter.

The agreement represented is in effect until June 30, 2023 and will be revisited separate from full scope bargaining pending ongoing, dedicated NEA funding from the legislature.



9/20/2022

Jaeney Hoene, President
Green River United Faculty Coalition, President

Jennifer Ramirez Robson
Board of Trustees Chair
Green River College