



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

Special Board Meeting Agenda of July 16, 2026

The Board of Trustees of College District No. 10 will hold a special meeting on Thursday, July 16, 2026 at 4:30p.m. Sharonne Navas, Board Chair, will preside. Attendance is available in-person in the Zgolinski Center Board Room or via zoom at [Click here to join meeting](#), Meeting ID 864 4639 4107, Passcode 980922026, Mobile 253-215-8782.

1. Call to Order
2. Roll Call
3. Public Comment
4. Reports
 - Tier 1-3, Tier 4 and Nursing MOU's, presented by Jamie Fitzgerald, TAB A
 - International Contracts Student Fee, presented by Nancy Kremer, TAB B
 - TRiO Classic Grant (Student Support Services), presented by Wendy Stewart and dani Crivello-Chang, TAB C
5. Action Recommendations
 - Tier 1-3, Tier 4 and Nursing MOU's
 - International Contracts Student Fee
 - TRiO Classic Grant (Student Support Services)
6. Other Business
7. Adjournment

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, 2026 - June 30, 2027, 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, 2026 - June 30, 2027. Nothing herein should be construed to affect the Nurse Educator Allocation MOU for fiscal Year July 1, 2026 - June 30, 2027, 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 2026, Fall 2026, Winter 2027, and Spring 2027.
- 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 2026, Fall 2026, Winter 2027, and Spring 2027.
- 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 2026, Fall 2026, Winter 2027, and Spring 2027.
- 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 third 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.

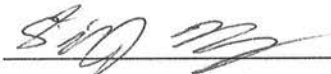
Programs included in each tier include:

- 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.



David Norberg, President
Green River United Faculty Coalition

Sharonne Navas, 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, 2026 - June 30, 2027, 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 2026, Fall 2026, Winter 2027, and Spring 2027. 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 third paycheck issued for that quarter's teaching contract.
- Both parties agree that the \$600,000 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 2027, the college and the UF agree to reopen 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, TAP/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.



David Norberg, President
Green River United Faculty Coalition

Sharonne Navas, Board of Trustees Chair
Green River College

Nursing MOU

MEMORANDUM OF UNDERSTANDING

BY AND BETWEEN

GREEN RIVER COLLEGE

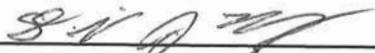
AND

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.

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 2026-2027 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 2026 will receive a stipend in the amount of 26.5% of their full quarterly salary, as represented in the contract issued for that quarter.
5. The agreement represented is in effect until June 30, 2027, and will be revisited separate from full scope bargaining pending ongoing, dedicated NEA funding from the legislature.



David Norberg, President
Green River United Faculty Coalition

Sharonne Navas, Board of Trustees Chair
Green River College

July 16, 2026

RE: Request for approval of new fee: IP Supplemental Instruction Fee

We request your approval of a new \$500 IP Supplemental Instruction Fee for International Contract Students enrolled in level 1 of the Intensive English Program (IEP).

BACKGROUND:

This fee was inadvertently omitted during the FY2027 budget approval process. We are requesting approval to implement the fee in time for the Fall term intake of new international students.

This supplemental instruction fee will support the additional language assistance required by beginning level international students. Specifically, the fee will help fund Focused Learning Aids (FLAs) and other support learning services that are essential to the success for those students who arrive without a sufficient foundation in English.

Given the unintentional omission and the time-sensitive need to implement this new fee in order to retain these international students, we respectfully request approval of this new \$500 IP Supplemental Instruction Fee.

Thank you for your consideration.

Prepared by: Nancy Kremer, Interim Administrative Lead for International Programs, Janee Sommerfeld, Executive Director of Business Operations, and Wendy Stewart, Interim Vice President of Student Affairs and Vice President of International Programs & Extended Learning

July 16, 2026

RE: Request for Approval of the TRiO Classic Grant (Student Support Services)

We respectfully request Board approval to accept the U.S. Department of Education TRiO Classic (Student Support Services) Grant in the amount of **\$1.8 million**.

BACKGROUND

Green River College is pleased to resume providing full services to TRiO-eligible students following the reinstatement of funding for one of the College's two TRiO Student Support Services grants. The grant had been suspended since summer 2025 and has now been fully reinstated by the U.S. Department of Education.

The TRiO Classic Grant is a five-year, \$1.8 million award. Year 1 of the grant was retroactively scheduled by the U.S. Department of Education to have begun on September 1, 2025, with an annual award of approximately \$361,000. The grant provides funding to serve 200 eligible students each year.

TRiO Student Support Services helps eligible students, including first-generation college students, students with financial need, and students with disabilities—persist, complete their education, and achieve their academic and career goals. The program provides individualized academic coaching, transfer and career planning, financial literacy education, and connections to campus resources that support student success.

We are grateful to the faculty, staff, and campus partners who remained committed to supporting these students while funding for the program was partially suspended.

To ensure continued program leadership, Theon Alvarado will serve as Interim Director of TRiO during fiscal year 2027. As the current Assistant Director, Theon brings extensive experience supporting TRiO students and is well prepared to lead the program. Leslie Phin will serve as Interim Assistant Director during fiscal year 2027.

Request: Approve acceptance of the U.S. Department of Education TRiO Classic (Student Support Services) Grant in the amount of \$1.8 million.

Thank you for your consideration.