

Memorandum of Understanding

Tacoma Community College (TCC) and TCC Federation of Teachers (TCCFT)

2021-2024 Compensation and PAUs

Tacoma Community College (hereinafter "College") and the Tacoma Community College Federation of Teachers (hereinafter "Union"), agree to the following memorandum of understanding in accordance with the 2021-2024 Faculty Negotiated Agreement.

1. The College and the Union hereby agree to a 1% pay increase effective July 1, 2021. This pay increase will become effective prior to the COLA referenced in paragraph 5, below.
2. The value of years of experience in initial placement and of advanced degrees has increased by 10%.
 - a. \$1,100.00 per year of experience up to seven years
 - b. \$1,100.00 for an earned Masters degree
 - c. \$1,650.00 for an earned Doctoral degree
3. The Part-Time Academic Employee Salary Schedule has increased. It will be calculated at 80% of the increased Full-Time Academic Employee initial placement divided by 45.
4. The professional service rate for all faculty is increased to \$44 per hour.
5. Subject to the legislature's appropriation of funds, a cost-of-living adjustment (COLA) for all full- and part-time faculty will be applied as follows:
 - a. 1.7% for FY 2022
 - b. 2.2% for FY 2023
6. Section 8.71(a)(3) is modified as follows:
The amount of compensation for increments based on earned PAUs for all eligible continuing full-time academic employees is equal to, in accordance with, and contingent upon SBCTC authorization and Legislative funding and will be based on the state allocation and any available turnover dollars divided by the total number of eligible employees. An eligible full-time academic employee whose position is supported by more than 51% special funding (non-operating, dollars) is subject to the same increment as other eligible full-time academic employees not supported by special funds.
7. PAUs will be issued in accordance with Section 8.71 of the faculty Agreement.

This memorandum of understanding will be in force beginning with the 2021-2022 academic year appointments.


Ivan L. Harrell II, Ph.D.
President

Representing TCC Management on Behalf of the Board of Trustees


Date


David Howard, Ed.D.
President of TCCFT

Representing the TCCFT Academic Employees


Date