

**Memorandum of Understanding
Tacoma Community College and TCC Federation of Teachers
Allocation of HB 2158 Funds for High Demand Faculty**

Engrossed Second Substitute House Bill 2158 (HB 2158) was enacted in Chapter 406, Laws of 2019, by the state Legislature in the 2019 Regular Session. to increase faculty salaries in High-Demand programs.

Tacoma Community College (TCC) and the Tacoma Community College Federation of Teachers (TCCFT) enter into and agree to the following terms of this memorandum of understanding.

Designation of High Demand Faculty

In order to be designated as High Demand the following conditions must be met:

- I. Full-time Faculty – In the funded academic year or previous academic year the faculty member taught or is scheduled to teach a course on the STEM course list or a program content course within a CIP coded program on the Skills Gap list.
- II. Part-time Faculty – In the funded academic year or previous year, the faculty member has taught/is teaching a course on the STEM course list or a program content course within a CIP coded program on the Skills Gap list.
- III. Department/Program Chairs – Faculty serving as department or program chairs who would otherwise teach a course on the STEM course list or a program content course within a CIP coded program on the Skills Gap list but whose Chair duties prevent it.
- IV. Exclusions – a) Faculty teaching non-program content who are embedded in a Skills Gap program are not designated as High Demand Faculty. b) Nurse educators are excluded from designation as High Demand faculty, and ineligible for High Demand stipends for as long as HB 2158 Nurse Educator funding continues.

High Demand faculty designations will be re-checked annually so long as this funding continues, removing those no longer eligible. Newly eligible faculty will be added on a quarterly basis.

Stipend Eligibility

High Demand designated faculty will receive a stipend for each of the four (4) quarters of the funded academic year in which they taught. The funded academic year is the academic year aligned with the allocation/fiscal year.

- For example, funding allocated for the 2020-2021 fiscal year will be disbursed to High Demand designated faculty based on their teaching during the summer and fall 2020, and winter and spring 2021 quarters. The funded academic year in this example if AY 2020-2021.

It is not required to teach a course from the Skills Gap or STEM Courses list for a quarter to be stipend eligible. This stipend shall be given regardless of the number of classes or type of classes taught by a High Demand designated faculty member in that quarter.

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Stipend Disbursement

The stipend payment for each of the four quarters of funded year 2020-2021 will be disbursed in one sum on the last payroll of spring quarter 2021.

If an allocation for High Demand faculty should continue to be funded by the Washington State Legislature following the 2019-2021 biennium, then a stipend payment for each of the four quarters of a funded year will be disbursed quarterly, no sooner than the payroll following receipt by the college of the allocation.

Account Management

All HB 2158 High Demand funds are managed by the Office of Academic Affairs.

Termination of Agreement, Reversion of Pay


When TCC's high-demand faculty allocation is depleted, or if and when TCC's high-demand allocation is revoked by the Washington State Legislature, whichever is sooner, all stipends and designations made in this MOU will cease to be in effect.



David Howard, Ed.D
President of TCCFT

6/24/21

Date



Ivan L. Harrell II, Ph.D
President

6/23/21

Date

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Appendix C: Included TCC STEM Courses, FY 21

TCC STEM Courses					
Department	Course #	Department	Course #	Department	Course #
BIOL&	221	ENGR&	104	PHYS&	114
BIOL&	222	ENGR&	114	PHYS&	115
BIOL&	223	ENGR&	204	PHYS&	116
BIOL&	241	ENGR&	214	PHYS&	221
BIOL&	242	ENGR&	215	PHYS&	222
BIOL&	260	ENGR&	224	PHYS&	223
CHEM&	161	ENGR&	225		
CHEM&	162	ENGR	240		
CHEM&	163	MATH	220		
CHEM&	261	MATH	238		
CHEM&	262	MATH&	146		
CHEM&	263	MATH&	151		
CS	142	MATH&	152		
CS	143	MATH&	153		
		MATH&	254		