

TO: Kathi Hiyane-Brown, College President
Barry Maxwell, Faculty Union President

FROM: Nate Langstraat, Administration Team Lead Negotiator
Erin Graham, Faculty Union Bargaining Chair

DATE: Thursday, December 5, 2024

RE: Contract Language Clarification for Article VI, Section E.4.a.i (p. 35-36)

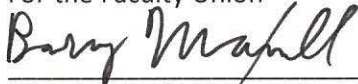
The bargaining teams for the Administration and the Union met on Wednesday, December 4, 2024 to review contract language regarding adjunct faculty salary advancement (from step 1 to step 2), as outlined in Article VI, Section E.4.a.i (Salary Advancement for Adjunct Faculty) of the negotiated faculty agreement. The teams reached agreement on revised language that clarifies and meets the original intent of this passage. The amended language shall now read:

- 4. Salary Advancement for Adjunct Faculty. Effective fall 2024, advancement on pay scale steps occurs as described below.
 - a. An Adjunct Faculty Member advances to the next step on the salary scale after working/teaching as follows:
 - i. Advancement from step 1 to step 2 (instructor): Adjunct faculty hired fall 2021 or later with an initial faculty contract in fall, winter, or spring quarters who have completed new faculty orientation will move from step 1 to step 2 on the salary scale effective at the start of the fall quarter that follows completion of the new faculty orientation. Adjunct faculty hired fall 2021 or later with an initial faculty contract in summer quarter will move from step 1 to step 2 on the salary scale at the start of the fall quarter following one year of employment and completion of the new faculty orientation. Completion of new faculty orientation/training also earns the adjunct faculty member a FEW. For adjunct faculty hired prior to fall of 2021, advancement from step 1 to step 2 will happen automatically at the start of fall quarter 2024.

As agreement to the language change results in retroactive pay calculations for some adjunct faculty members for fall quarter 2024, the College shall have 90 days from the signature date of this Memorandum of Understanding to calculate and pay the retroactive wage changes.

The undersigned agree to the expectations and responsibilities set forth in this Memorandum of Understanding dated December 5, 2024.

For the Faculty Union



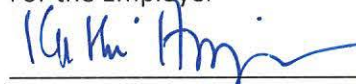
Barry Maxwell, President

Whatcom Community College Federation of Teachers

12/5/24

Date

For the Employer



Kathi Hiyane-Brown, President

Whatcom Community College

12/5/24

Date