

**MEMORANDUM OF AGREEMENT**

FOR THE PERIOD JULY 1, 2020 THROUGH JUNE 30, 2021

BETWEEN  
BATES TECHNICAL COLLEGE  
DISTRICT NO. 28  
AND  
BATES TECHNICAL COLLEGE  
LOCAL 4184  
AFT WASHINGTON/AFL-CIO

These items constitute a collective bargaining agreement, which is hereby agreed to by the Trustees of Bates Technical College through their negotiating team undersigned, the Bates Faculty Local 4184 AFT Washington/AFL-CIO through their negotiating team undersigned, to be presented to the parties to this Agreement for a ratification vote.

WHEREAS the Board and the Association are parties to a collective bargaining agreement executed on July 1, 2017 (the "Agreement"), which by its terms is in full force and effect; and

WHEREAS the parties wish hereby to record and give effect to the results of their negotiations,

NOW, THEREFORE, in consideration of the foregoing premises and of the mutual covenants hereinafter set down, the parties agree as follows:

1. All provisions of the Agreement not amended by this Memorandum shall remain in full force and effect from July 1, 2017, through June 30, 2021.
2. Pursuant to Washington House Bill 2158, a workforce education investment account was created to fund costs related to training Washington students for Washington jobs. Section 5(5) of the legislation identifies the appropriations provided solely for increasing high-demand program's faculty earnings. Funding is appropriated for the fiscal year ending June 30, 2021. Following ratification of this MOU stipends shall be awarded for the entire year, paid in bi-monthly increments.
3. All stipends will be applied retroactively for employees considered active on or after the ratification date of this MOU. For payroll periods that have already occurred (those between July, 2020, and effective date of his MOU) the impact of the negotiated stipends will be calculated, aggregated, and paid as a lump sum during the next full payroll cycle. Payroll cycle and pay date are determined by the "Due to Admin Services" date on the Payroll Due Dates calendar.
4. Adjunct faculty: For payroll periods that have already occurred (those between July 1, 2020, and effective date of this MOU), the impact of the negotiated increases will be calculated, aggregated, and paid as a lump sum during the next full payroll cycle. Payroll cycle and pay date are determined by the "Due to Admin Services" date on the Payroll Due Dates calendar.

<b>2020-21 FACULTY STIPEND</b>	
Bates Technical College Full-time Nursing Faculty	\$15,000 Annual Stipend Per Instructor
Bates Technical College Adjunct Nursing Faculty	For each 2020-21 PNURS course taught an hourly wage stipend of \$10.00 per hour will be paid.

This Memorandum is subject to ratification by the Association membership.

WHEREFORE the parties hereto hereunder set their signs and seals as follows:

BATES TECHNICAL COLLEGE

BATES TECHNICAL COLLEGE AFT LOCAL 4184

Digitally signed by Cynthia Higginbottom  
Date: 2020.12.21 09:12:33 -08'00'

Jim Androy (Jan 21, 2021 16:20 PST)

By: \_\_\_\_\_

By: \_\_\_\_\_

01/21/21

Date

Cindy Higginbottom, Director of Human Resources

Mr. Jim Androy, President

Date