

MEMORANDUM OF AGREEMENT
High Demand Program Stipend Appropriations

FOR THE PERIOD JULY 1, 2021 THROUGH JUNE 30, 2023

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, 2021 (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, 2021 through June 30, 2023.
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 that are provided solely for increasing high-demand program faculty salaries. Funding is appropriated for two consecutive fiscal years ending June 30, 2022 and June 30, 2023. Following ratification of this MOA stipends 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, 2021, and effective date of this 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. STEM, Adjunct and Moonlighting faculty: For payroll periods that have already occurred (those between July 1, 2021, 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 dates are determined by the "Due to Admin Services" date on the Payroll Due Dates calendar.

Compensation Type	Faculty and Program Type	Value of Compensation
Stipend	Full-time faculty teaching in a 'high demand workforce' programs	Appendix A.1
Stipend	Full-time faculty teaching STEM courses	Appendix A.2
Hour Rate Increase	Adjunct faculty teaching courses in a 'high demand workforce' program	\$6.00 per contact hour

Memorandum of Agreement for High-Demand Program Stipend Allocation Appendix A

1. Full-Time teaching faculty contracted to teach High Demand ‘Workforce’ Programs

- Full-time teaching faculty working in workforce programs identified as ‘high demand’ (see Table One, below) will be considered for the assignment of an annual stipend valued up to \$9,000.00.
- The total amount of a stipend award will be based upon a comparison of a *faculty member’s contracted annual salary* to a target annual salary.
- The target annual salary shall be the *average salary for the appropriate occupational category*, as contained in the May 2020 Occupational Employment Statistics Survey, for the state of Washington, and as maintained by the federal Department of Labor, Bureau of Labor Statistics (<https://www.bls.gov/oes/tables.htm>), stated at the 80th percentile.
- Faculty members whose contracted annual salary is less than the target annual salary will receive a stipend equal to the difference between the targeted annual salary and the contracted annual salary, or \$9,000.00, whichever amount is lowest. (See Table Two for the calculated annual stipend for current, full-time teaching positions.)
- Faculty members whose contracted annual salary is greater than the targeted annual salary WILL NOT be eligible to receive a stipend.

Table One: High Demand Workforce Programs	
Administrative Services	Electrical Engineering Technology
Auto Mechanics	Electrical Technician
Barbering	Electrician
Biomedical Tech	Facilities Maintenance Trade
Business Administration	Fire Fighting
Cabinet Mkg & Millwork	Graphic and Visual Design
Carpentry	Hearing Instrument Spec
Civil Engineering Tech	Heat/Ac/Vent/Refrig Maint
Commercial Drivers - Truck CDL	Information Technology Specialist
Computer Network Cyber Security	Machinist
Computer Network Support	Mechanical Engineering
Computer Software Development	Medical Office Assisting
Culinary	Occupational Therapy Asst
Dental Assisting	Power Sports
Dental Lab Technology	Phlebotomist
Diesel Mechanics Tech	Radio and Television Broadcasting Technology/Technician
Early Childhood Education	Sheet Metal Tech
Welding Tech	

Table Three: Calculated Annual Stipend for full-time positions in High Demand 'Workforce Programs' & STEM

Field/Faculty ID	FY 2022 Salary	80th percentile jobs average	Difference from faculty salary	2021-22 Total Annual Stipend
Administrative Services		\$ 83,347		
1. Faculty #1	\$ 92,518		\$ (9,171)	\$ -
Auto Mechanics		\$ 80,368		
2. Faculty #1	\$ 79,184		\$ 1,184	\$ 1,184
3. Faculty #2 (vacant)	\$ 65,987		\$ 14,381	\$ 9,000
Autobody/Collision & Repr		\$ 77,328		
4. Faculty #1	\$ 68,048		\$ 9,280	\$ 9,000
5. Faculty #2	\$ 81,875		\$ (4,547)	\$ -
Barbering		\$ 81,304		
6. Faculty #1	\$ 68,048		\$ 13,256	\$ 9,000
7. Faculty #2 (Vacant)	\$ 65,990		\$ 15,314	\$ 9,000
Biomedical Tech		\$137,120		
8. Faculty #1	\$ 65,990		\$ 71,130	\$ 9,000
9. Faculty #2	\$ 78,287		\$ 58,833	\$ 9,000
Business Administration		\$196,384		
10. Faculty #1	\$ 93,564		\$ 102,820	\$ 9,000
Cabinet Mkg & Millwork		\$ 63,408		
11. Faculty #1	\$ 68,048		\$ (4,640)	\$ -
Carpentry		\$ 84,408		
12. Faculty #1	\$ 74,187		\$ 10,221	\$ 9,000
Civil Engineering Tech		\$114,784		
13. Faculty #1	\$ 70,090		\$ 44,694	\$ 9,000
Commercial Drivers - Truck CDL		\$ 74,528		
14. Faculty #1	\$ 90,724		\$ (16,196)	\$ -
15. Faculty #2	\$ 70,987		\$ 3,541	\$ 3,541
16. Faculty #3	\$ 68,048		\$ 6,480	\$ 6,480
17. Faculty #4 (Vacant)	\$ 65,987		\$ 8,541	\$ 8,541
Computer Network Cyber Security		\$174,620		
18. Faculty #1	\$ 70,090		\$ 104,530	\$ 9,000
Computer Network Support		\$161,979		
19. Faculty #1	\$ 89,827		\$ 72,152	\$ 9,000
Computer Software Development		\$223,256		
20. Faculty #1	\$ 80,081		\$ 143,175	\$ 9,000
Culinary		\$ 64,718		
21. Faculty #1	\$ 100,992		\$ (36,274)	\$ -
22. Faculty #2	\$ 68,048		\$ (3,330)	\$ -
Dental Assisting		\$ 74,256		
23. Faculty #1	\$ 104,580		\$ (30,324)	\$ -
24. Faculty #2	\$ 88,418		\$ (14,162)	\$ -
Dental Lab Technology		\$ 76,336		
25. Faculty #1	\$ 68,048		\$ 8,288	\$ 8,288
Diesel Mechanics Tech		\$ 95,200		
26. Faculty #1	\$ 65,990		\$ 29,210	\$ 9,000
27. Faculty #2	\$ 70,987		\$ 24,213	\$ 9,000
28. Faculty #3	\$ 65,990		\$ 29,210	\$ 9,000
29. Faculty #4	\$ 72,781		\$ 22,419	\$ 9,000

Field/Faculty ID	FY 2022 Salary	80th percentile jobs average	Difference from faculty salary	2021-22 Total Annual Stipend
Early Childhood Education		\$ 84,133		
30. Faculty #1	\$ 70,987		\$ 13,146	\$ 9,000
Electrical Engineering Technology		\$116,768		
31. Faculty #1	\$ 70,090		\$ 46,678	\$ 9,000
Electrical Technician		\$116,768		
32. Faculty #1	\$ 78,287		\$ 38,481	\$ 9,000
Electrician		\$137,496		
33. Faculty #1	\$ 70,090		\$ 67,406	\$ 9,000
34. Faculty #2	\$ 92,518		\$ 44,978	\$ 9,000
35. Faculty #3	\$ 92,518		\$ 44,978	\$ 9,000
Facilities Maintenance Trade		\$188,272		
36. Faculty #1	\$ 68,048		\$ 120,224	\$ 9,000
Fire Fighting		\$135,304		
37. Faculty #1	\$ 68,048		\$ 67,256	\$ 9,000
38. Faculty #2	\$ 68,048		\$ 67,256	\$ 9,000
39. Faculty #3	\$ 70,090		\$ 65,214	\$ 9,000
Graphic and Visual Design		\$137,844		
40. Faculty #1	\$ 88,033		\$ 49,811	\$ 9,000
41. Faculty #2 (Vacant)	\$ 63,773		\$ 74,071	\$ 9,000
Heat/Ac/Vent/Refrig Maint		\$ 96,752		
42. Faculty #1	\$ 70,090		\$ 26,662	\$ 9,000
43. Faculty #2	\$ 65,990		\$ 30,762	\$ 9,000
44. Faculty #3 (Vacant)	\$ 64,887		\$ 31,865	\$ 9,000
Information Technology Specialist		\$134,928		
45. Faculty #1	\$ 92,518		\$ 42,410	\$ 9,000
Machinist		\$ 84,704		
46. Faculty #1	\$ 72,147		\$ 12,557	\$ 9,000
47. Faculty #2 (Vacant)	\$ 65,987		\$ 18,717	\$ 9,000
Mechanical Engineering		\$121,659		
48. Faculty #1	\$ 79,184		\$ 42,475	\$ 9,000
Medical Office Assisting		\$ 95,136		
49. Faculty #1	\$ 80,978		\$ 14,158	\$ 9,000
Occupational Therapy Asst		\$ 97,019		
50. Faculty #1	\$ 84,220		\$ 12,799	\$ 9,000
51. Faculty #2	\$ 70,987		\$ 26,032	\$ 9,000
52. Faculty #3	\$ 81,768		\$ 15,251	\$ 9,000
Power Sports		\$ 86,200		
53. Faculty #1	\$ 92,518		\$ (6,318)	\$ -
Broadcast Video Production		\$ 95,552		
54. Faculty #1	\$ 101,686		\$ (6,134)	\$ -
55. Faculty #2	\$ 85,463		\$ 10,089	\$ 9,000
Sheet Metal Tech		\$107,008		
56. Faculty #1	\$ 92,518		\$ 14,490	\$ 9,000
Welding Tech		\$ 75,216		
57. Faculty #1	\$ 65,990		\$ 9,226	\$ 9,000
58. Faculty #2	\$ 76,246		\$ (1,030)	\$ -
59. Faculty #3	\$ 65,990		\$ 9,226	\$ 9,000

STEM Field/Faculty	FY 2022 Annalized Salary	80th percentile jobs average	Difference from faculty sal	max annual stipend	Stipend per Credit Hour	STEM Field/Faculty	FY 2021 Annalized Salary	80th percentile jobs average	Difference from faculty sal	max annual stipend	Stipend per Credit Hour
MATHEMATICS		\$ 95,830				SCIENCE		\$ 95,830			
Faculty #1	\$ 84,566		\$ 19,962	\$ 9,000	\$ 113	Faculty #1	\$ 70,990		\$ 30,943	\$ 9,000	\$ 113
Faculty #2	\$ 89,836		\$ 10,105	\$ 9,000	\$ 113						

2. Full-Time teaching faculty contracted to teach High Demand ‘Science, Technology, Engineering and Mathematics (STEM)’ courses

- Full-time teaching faculty contracted to teach General Education sections in STEM disciplines (see Table Three, below) will be considered for the assignment of a stipend up to \$113.00 credit hour of STEM course taught.
- The total amount of a stipend award will be based upon a comparison of a *faculty member’s contracted annual salary* to a target annual salary.
- The target annual salary shall be the *average annual salary level for tenured instructors, within the appropriate educational discipline, at Associate Degree granting institutions*, as contained in the College and University Professional Association for Human Resources (CUPA-HR) 2019 Faculty in Higher Education Annual Report, stated at the 80th percentile. (Faculty in Higher Education Annual Report: Key Findings, Trends, and Comprehensive Tables for Tenure-Track, Non-Tenure Teaching, and Non-Tenure Research Faculty; Academic Department Heads; and Adjunct Faculty for the 2018-19 Academic Year A340-A379).
- Faculty members whose contracted annual salary is less than their target annual salary will receive a per credit stipend equal to the difference between the targeted annual salary and the contracted annual salary, or \$9,000.00, whichever amount is lowest, divided by 80.
- General Education faculty teaching stacked STEM courses will only receive one stipend for the stacked courses.
- Faculty members whose contracted annual salary is greater than their target annual salary WILL NOT be eligible to receive a stipend.

Table Three: High Demand STEM Courses		
Subject	Section	Course Numbers
Biology	BIOL&	211, 212, 213, 221, 222, 223
Chemistry	CHEM&	139, 140, 141, 142, 143, 151, 152, 153, 161, 162, 163, 241, 242, 243, 251, 252, 253, 261, 262, 263
Computer Science	CS&	131, 141
Engineering	ENGR&	104, 111, 112, 114, 121, 122, 123, 204, 214, 215, 224, 225
Mathematics	MATH&	141, 142, 144, 146, 151, 152, 153, 163, 254, 264
Physics	PHYS&	114, 115, 116, 124, 125, 126, 134, 135, 136, 221, 222, 223, 232, 233, 241, 242, 243