

1 MEMORANDUM OF UNDERSTANDING

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4 THIS MEMORANDUM OF UNDERSTANDING SETS FORTH THE FOLLOWING AGREEMENT
5 BETWEEN THE UNITED FACULTY OF EASTERN WASHINGTON UNIVERSITY (THE
6 "UNION") AND EASTERN WASHINGTON UNIVERSITY (THE "UNIVERSITY") PURSUANT
7 TO THE CURRENT COLLECTIVE BARGAINING AGREEMENT (CBA).
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10 **The parties agree to the following:**

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12 **A. Compensation for teaching of online courses**

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14 1. Effective January 1, 2018, the minimum compensation for quarterly and part-time overload
15 online course teaching will be \$900 per credit hour.
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17 2. EWU Academic Departments are solely responsible for the following regarding online courses:
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19 a) Curriculum, curriculum currency and curriculum development
20 b) Standards of course quality and rigor
21 c) Standards of student assessment and proficiency
22 d) Peer evaluation of instructors
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25 **B. Time-in-Service Compensation**

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27 Time in Service Compensation for Full Professors and Senior Lecturers (Supersedes and replaces Merit
28 Salary Increases for Full Professors, CBA 7.5.5)
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30 1. Time-in-Service Compensation

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32 1.1 Salaries for tenured Full Professors and Senior Lecturers will be adjusted based on years
33 of continuous service since promotion to Full Professor or Senior Lecturer as described
34 below.
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36 (a) For the purposes of determining time-in-service, a year of continuous service is
37 defined as a 50% or greater appointment as a Full Professor or Senior Lecturer
38 during the academic year. Time taken as leave without pay, long-term disability
39 leave, administrative leave without pay, or other temporary separation from the
40 university will not be counted toward years of continuous service. Professional
41 leave granted by the university, parental leave, FMLA leave, and administrative
42 appointments with reversion rights to faculty will not affect the calculation of
43 years of continuous service.
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45 (b) One-Time Base Salary Adjustment

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47 (i) On September 1, 2018, those Full Professors and Senior Lecturers
48 who have accrued more than twenty (20) years of continuous service to
49 the university will receive a one-time \$2,500 increase to their base salary.
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(ii) On September 1, 2018, those Full Professors who have accrued more than five (5) years of continuous service but less than or equal to twenty (20) years of continuous service to the university will receive a one-time \$750 increase to their base salary.

(c) Time-in-Service Salary Adjustments

(i) On September 1, 2018 and each September 1 thereafter, Full Professors and Senior Lecturers who at the end of the prior academic year have completed five (5) years of continuous service will have their base salary increased by the amount of \$1,000.

(ii) On September 1, 2018 and each September 1 thereafter, Full Professors and Senior Lecturers who at the end of the prior academic year have completed ten (10), fifteen (15), or twenty (20) years of continuous service will have their base salary increased by the amount of \$2,000.

(d) The salary adjustments described in this article will be applied to the faculty members' base salary as determined by Article 8 of the collective bargaining agreement in effect at the time that a Full Professor or Senior Lecturer reaches five (5), ten (10), fifteen (15), or twenty (20) years of continuous service. Time-in-service adjustments will occur prior to salary adjustments described in Article 8.

(e) Full Professors who received a Merit Salary adjustment for the 2016-2017 academic year or the 2017-2018 academic year will not be eligible to receive the one-time base salary adjustments or the time in service adjustment for having completed five (5), ten (10), fifteen (15) or twenty (20) years of continuous service to the university described in sections 1.1 (b) or 1.1 (c) during the 2018-2019 academic year.

Upon ratification of this agreement, Article 7.5.5, Merit Salary Increases for Full Professors, shall be rescinded and no longer be in effect.

This Memorandum of Understanding shall be effective upon ratification by the parties and will be attached to the current Collective Bargaining Agreement.

THE UNITED FACULTY OF EASTERN WASHINGTON UNIVERSITY

BY: Michael F. Conlin
Michael Conlin, UFE President

DATE: 10.4.2017

BY: Richard Orndorff
Richard Orndorff, UFE VP of Bargaining

DATE: 10/4/2017

EASTERN WASHINGTON UNIVERSITY

BY: Scott Gordon
Scott Gordon, Provost, VP of Academic Affairs

DATE: 10/09/2017

BY: Joseph Fuxa
Joseph Fuxa, Labor Relations Manager

DATE: 10-4-2017