

**Memorandum of Understanding
Everett Community College District V
&
American Federation of Teachers, Everett Higher Education Local 1873, American Federation of
Teachers Washington, AFL/CIO
High Demand Faculty Salary Increases Earmark
July 1, 2025 - June 30, 2027**

This Memorandum of Understanding (this "MOU") by and between the Board of Trustees of Everett Community College, State of Washington Community College District V, (the "College") and the American Federation of Teachers, Everett Community Colleges, Local 1783, American Federation of Teachers Washington, AFL/CIO (the "AFT") regarding the College's share of the special earmark for high demand faculty salary increases included in the Washington State Board for Community and Technical Colleges fiscal year 2025-2026 budget and, in the event the same special earmark is again provided for in the Washington State Board for Community and Technical Colleges fiscal year 2026-2027 budget.

- A. Compensation paid pursuant to this MOU is exclusively contingent upon the College's share (\$990,045.00) of the special earmark for high demand faculty salary increases included in the Washington State Board for Community and Technical Colleges fiscal year 2025-2026 budget. Should the same special earmark again be provided for in the Washington State Board for Community and Technical Colleges fiscal year 2026-2027 budget, the College's share is reasonably expected to be in the same amount as fiscal year 2025-2026.
 1. In the event this special earmark is reduced or eliminated during fiscal year 2025-2026, is immediately reduced or eliminated, the College will immediately reduce the additional compensation amounts paid pursuant to this MOU proportionally accordingly.
 2. If the College is provided notice that the amount of the College's share of the special earmark will be change, then the College and the Union will convene a meeting to review and renegotiate this MOU in a timely manner.
 3. If the Washington State Board for Community and Technical Colleges fiscal year 2026-2027 budget does not include a special earmark for high demand faculty salary increases, this MOU will terminate as of June 30, 2026.
- B. The following academic subjects and courses are eligible to receive additional compensation for the purposes of this MOU:
 1. **Tier 1**
 - a. Computer Science (CS, CS&, STEM 103, STEM 105)
 2. **Tier 2**
 - a. Accounting (ACCT, ACCT&, BUS350)
 - b. Engineering (ENGR, ENGR&, STEM 102, STEM 298)
 - c. Information Technology (IT, IT&)
 - d. Manufacturing Careers (MFG T, MECH, CT)
 - e. Welding (WELD)
 3. **Tier 3**
 - a. Aviation (AMT, AMT&, AVIO)
 - b. Engineering Technology (ENG T)
 - c. Medical Billing and Coding (MC, HCM 128, HCM 180, HCM 181, HCM 182, HCM187)
 - d. Medical Assisting (HLTH 231, HLTH 232, HLTH 241, HLTH 242, HLTH 243)
- C. Subject to Paragraph A above and Paragraph G below, the following additional compensation shall be paid pursuant to this MOU in addition to base pay (Appendices A through D of the CBA) for

faculty teaching courses in each of the tiers identified above:

High Demand Wage Tiers	High Demand <i>Annual</i> Salary Increase (per 3.0 FTEF)	High Demand Quarterly Increase (per 1.0 FTEF)
Tier 1	\$22,972	\$7,657
Tier 2	\$16,408	\$5,469
Tier 3	\$9,845	\$3,281

D. Faculty will receive additional compensation prorated pursuant to Paragraph C above, up to a 1.667 FTEF per quarter.

1. Workload in excess of 1.667 FTEF per quarter will not receive further compensation pursuant to this MOU.
2. Workload in excess of 1.667 FTEF per quarter will continue to be paid pursuant to the base rate of pay in Appendix D generally applicable to the workload.
3. Compensation paid pursuant to this MOU will receive salary dependent benefits and payments.

E. Department head duties for departments with subjects or courses identified in Paragraph B above will receive additional compensation pursuant to this MOU based on the equivalent FTEF release dictated by Appendix E.10 of the CBA and the rate identified in Paragraph C above.

1. This additional compensation is independent of the manner in which the department head compensation is paid pursuant to Appendix E.10 of the CBA.
2. This additional compensation is subject Paragraph D above.

F. High Demand Faculty assigned other work (e.g. release time, special assignment with an FTEF, quarterly stipend activity with an FTEF, or reassigned time) related to High Demand area program development or other related academic activity, as assessed by the appropriate administrator, will receive additional compensation pursuant to this MOU for that work.

G. The College's share of the special earmark for high demand faculty salary increases will be maintained as its own separate budget for accounting purposes.

1. Benefits costs and taxes attributable to compensation paid pursuant to this MOU will be charged to this budget.
2. The College will advise the Union when 50% and 75% of this budget has been expended.
3. This budget's balance will be reviewed by the College and the Federation by April 30.
4. Proportional adjustments may be made to the amounts identified in Paragraph C above at this time to ensure that all funds are distributed by the end of Spring quarter without exceeding the total funding amount received by the College.
5. After the final pay period for the regular academic year has processed (i.e. the June 25 pay-day), any amounts remaining in this budget will be proportionally divided and paid to all faculty who received compensation pursuant to this MOU, consistent with Paragraphs B through F above. Payment pursuant this paragraph will be included in the final payroll

of the fiscal year (i.e. the July 10 pay day)

H. [Intentionally Left Blank]

I. [Intentionally Left Blank]

J. Compensation paid pursuant this this MOU are “applicable increases” for purposes of determining salary increases, including statutory cost of living adjustments (i.e. I-732 COLA), pursuant to Article 5.30 of the CBA.

K. All compensation paid pursuant this this MOU is retroactive to July 1, 2025. Retroactive payments shall be made by the September 10, 2025 pay day.

Nina F. Benedetti

08/19/2025

Nina Benedetti, President
AFT Everett, Local 1873

Date

Chemene Crawford

08/19/2025

Dr. Chemene Crawford, President
Everett Community College

Date










High Demand MOU 2025-2027 2025-08-12 (Final)

Final Audit Report

2025-08-19

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