

**Memorandum of Understanding
by and between
Olympic College and Olympic College Association for Higher Education**

ESSB 5092 §605 authorized and appropriated dollars for the 2023-2024 biennium for nursing educator salary enhancements. The Employer and the OCAHE agree to this MOU for 2023-2024 with the understanding that current budget uncertainty may require renegotiation at a future point should any funding changes be imposed by the legislature, the Governor, or the SBCTC.

Section 1. Definitions

“**Funds**” means any moneys received by Olympic College as a result of ESSB 5092 §605.

“**Nurse Educator**” means any employee in a position that requires a current Registered Nurse license as a condition of employment and listed in the job description.

“**SBCTC**” means the State Board of Community and Technical Colleges.

Section 2. Nurse Educator Salary

2.1. The Employer shall first place full and part-time Nurse Educators at the appropriate place within the High-Demand salary schedule, except no full-time Nurse Educator may be placed below \$65,000. If the regular placement of a full-time Nurse Educator would result in less than \$65,000, the Employer shall adjust that employee to \$65,000.

2.1.1 After initial placement and adjustments as described in Section 2.1, the Employer shall increase both full and part-time Nurse Educators' salary and affected benefits by an additional 26.5%.

2.2. The Employer shall establish, or continue an already established reserve, a salary and benefit reserve of 6%. Such funds are for the purpose of step and PDU increases, and associated benefit cost increases in accordance with the current Collective Bargaining Agreement.

Section 3. Use of Remaining Funds

3.1 After funding compensation and the reserve, as described in Section 2, the Employer may utilize the remaining Funds for the purposes of supporting program needs such as additional Nurse Educator faculty positions, curriculum and program development release time, instruction support, administrative costs for Nurse Educators only, Nursing Program equipment, and other uses stipulated in ESSB 5092 §605 or provided for by the Legislature.

3.1.1 Should the Employer wish to fund 100% of the salary for a new Nurse Educator faculty member with the funds stipulated in this MOU, the Employer will bargain the use of funds for this purpose with the Association.

3.2 Both parties recognize the current budget uncertainty. As such, remaining Funds not spent in accordance with this MOU may be used to cover any reduction in the allocation of these Funds by the state. The

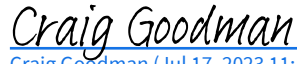
Employer shall return any unallocated Funds to the SBCTC as may be required or shall meet to negotiate the use of remaining Funds with OCAHE.


Section 4. Reporting

The Employer will provide the Association a report of estimated annual expenditures of these funds by the last business day of September. Actual expenditures will be provided to the Association by the last business day of the month following the end of each quarter. Should any high demand funds not be allocated both parties shall bargain the allocation of the remaining funds prior to the end of fiscal year 2023/2024.

Section 5. Term

This MOU is in effect for the 2023-2024 academic year and is subject to funding from the State Legislature or until an action by the State, the SBCTC, or any other authority repeals or otherwise materially alters the permitted use or amount of Funds.


Craig Goodman (Jul 17, 2023 11:16 PDT) Jul 17, 2023
OCAHE **Date**
Craig Goodman
OCAHE President


Jul 13, 2023
OLYMPIC COLLEGE **Date**
Dr. Marty Cavalluzzi
President of Olympic College










2023-2024 Nursing HD MOU

Final Audit Report

2023-07-17

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