



Memorandum of Understanding  
By and Between Cascadia College and CCCFT  
Regarding  
Contracted Salary Advances

This memorandum of understanding (MOU) between Cascadia College, District No. 30, and the Cascadia Community College Federation of Teachers (CCCFT) governs salary advances for fulltime tenure-track, tenured, and permanent status faculty.

As a result of this MOU, Salary Advances shall be changed from what is described in the CBA, article 9.04 to the following:

9.04.01 Tenure Promotion

Upon attainment of tenure, faculty will receive a salary increase to fifty-seven thousand nine hundred and twenty-four dollars (\$57,924) or an increase of two thousand three hundred thirty dollars (\$2330), whichever results in a higher salary, starting with the first academic quarter after tenure is granted (excluding summer).

9.04.04.01 Promotional Levels


Upon attainment of Senior 1 Tenured Faculty status, the faculty member's base salary shall be increased to faculty will receive a salary increase to fifty-nine thousand, nine hundred and twenty-four dollars (\$59,924) or an increase of two thousand three hundred thirty dollars (\$2330), whichever results in a higher salary, starting with the first academic quarter after Senior 1 is granted (excluding summer).

Upon attainment of Senior 2 Tenured Faculty status, the faculty member's base salary shall be increased to faculty will receive a salary increase to sixty-one thousand nine hundred and twenty-four dollars (\$61,924) or an increase of two thousand three hundred thirty dollars (\$2330), whichever results in a higher salary, starting with the first academic quarter after Senior 2 is granted (excluding summer).

The MOU is subject to ratification by the CCCFT and approval by the College President and shall be effective retroactive to September 15, 2017.

Cascadia Community College  
Federation of Teachers

Cascadia College  
District No. 30

  
Mr. David Shapiro

  
Dr. Eric Murray, President

11/21/17  
Date

11/21/17  
Date

CCFT Bargaining Team

Mr. David Shapiro  
Dr. Brian Bansenauer  
Mr. Greg Campbell

CCC Administrative Bargaining Team

Dr. Rosemary Sutton  
Mr. Terence Hsiao  
Mr. Martin Logan