



Memorandum of Understanding  
By and Between Cascadia College and CCCFT  
Regarding  
Initial Salary Placement for 2017-2018

This memorandum of understanding (MOU) between Cascadia College, District No. 30, and the Cascadia Community College Federation of Teachers (CCCFT) governs the initial salary placement for fulltime tenure-track and permanent status employees hired starting in the 2017-2018 academic year.

As a result of this MOU, newly hired Full-Time Faculty shall be initially placed at fifty-one thousand nine hundred and twenty-four dollars (\$51,924). Final salary placement shall be increased from that minimum according to the criteria outlined in the CBA, article 9.03.02.

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

Handwritten signature of Mr. David Shapiro in black ink, written over a horizontal line.

Mr. David Shapiro

11/21/17  
Date

Handwritten signature of Dr. Eric Murray in black ink, written over a horizontal line.

Dr. Eric Murray, President

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