



**Memorandum of Understanding  
By and Between  
CCCFT and Cascadia College  
Regarding Full Associate and Priority Hire Promotional Responsibilities**

Whereas the College and the CCCFT share a mutual interest in identifying promotional opportunities for Associate Faculty and whereas both parties intended that Associate Faculty be eligible to be compensated separately from class instruction for attending discipline meetings, therefore, this MOU clarifies Full Associate promotional responsibilities and Priority Hire promotional responsibilities.

Article 13.01.02 which currently reads:

13.01.02 Probationary and Full Associate Faculty

An Associate Faculty member is considered probationary until s/he has been placed in the Associate Faculty hiring pool via the process described in Article 13.02 below. Placement into the Associate Faculty hiring pool is a promotion which removes that probationary status and carries with it increased responsibilities and increased compensation. Associate Faculty in the Associate Faculty hiring pool, known as Full Associate Faculty, assume the following additional professional responsibilities:

- Participate in Outcomes Assessment
- Participate in discipline activities, including discipline meetings (in-person or virtually)

Shall be modified to read:

13.01.02 Probationary and Full Associate Faculty

An Associate Faculty member is considered probationary until s/he has been placed in the Associate Faculty hiring pool via the process described in Article 13.02 below. Placement into the Associate Faculty hiring pool is a promotion which removes that probationary status and carries with it increased responsibilities and increased compensation. Associate Faculty in the Associate Faculty hiring pool, known as Full Associate Faculty, assume the following additional professional responsibilities:

- Participate in Outcomes Assessment
- Participate in discipline activities (exclusive of discipline meetings), ~~including discipline meetings (in-person or virtually)~~
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Article 13.01.03.05 which currently reads:

13.01.03.05 A promotion to Priority Hire Associate Faculty status carries with it increased responsibilities and increased compensation. Priority Hire Associate Faculty must do at least one (1) of the following each quarter (excluding summer) they teach for Cascadia:

- Participate in a Cascadia-sponsored professional development activity (a Cascadia-sponsored pre-fall professional development activity counts for fall quarter)

- Conduct a Peer Observation
- Mentor a new Associate Faculty Member

Shall be modified to read:

13.01.03.05 A promotion to Priority Hire Associate Faculty status carries with it increased responsibilities and increased compensation. Priority Hire Associate Faculty must do at least one (1) of the following each quarter (excluding summer) they teach for Cascadia:

- Participate in a Cascadia-sponsored professional development activity
  - a Cascadia-sponsored pre-fall professional development activity counts for fall quarter
  - A TLA or Five Star Consortium sponsored activity satisfies this requirement
  - Attendance at Convocation shall not satisfy this requirement
  - Cascadia College required compliance training shall not satisfy this requirement (e.g. ethics, sexual harassment prevention, FERPA)
- Conduct a Peer Observation
- Mentor a new Associate Faculty Member

The MOU is subject to ratification by the CCCFT and approval by the College President.

Cascadia Community College  
Federation of Teachers




Mr. David Shapiro

CCCFT Bargaining Team

Mr. David Shapiro  
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Dr. Eric Murray, President

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Dated: December 17, 2015