



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

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

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-six thousand eight hundred seventy eight dollars (\$56,878) 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-eight thousand eight hundred seventy eight dollars (\$58,878) 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-thousand eight hundred seventy eight dollars (\$60,878) 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).

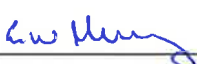
The MOU is subject to ratification by the CCCFT and approval by the College President and shall be effective retroactive to September 15, 2016.

Cascadia Community College
Federation of Teachers

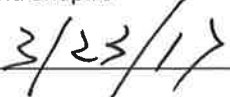
Cascadia Community College
District No. 30




Mr. David Shapiro



Dr. Eric Murray, President



Date



Date

CCFT Bargaining Team

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

CCC Administrative Bargaining Team

Dr. Rosemary Sutton
Mr. Terence Hsiao
Dr. Patricia Hutcherson