

MEMORANDUM OF UNDERSTANDING

By and Between Shoreline Community College and the
Shoreline Community College Federation of Teachers

Regarding Nursing Educator Funds

Application of the Nurse Educator funds (an earmark of \$963,720 for Shoreline CC) that were provided by the 2019 state legislature.

For the purposes of this Nursing Educator fund distribution, the following definitions shall apply:

Full-Time Faculty: FTF includes tenure, tenure-track, annual/one-year Annual Contract and Pro-Rata faculty positions, and moonlight assignments.

Part-Time Faculty: PTF includes Associate/quarterly and Priority Associate faculty positions.

Nursing Programs: The Nursing and Nursing Assistant Certified Programs at Shoreline Community College.

Nursing Educators: Nursing Program employees who hold a Nursing degree (NAC/ CAN, LPN, RN, BSN) required to teach in a Nursing program.

1. For academic year 2019-2020 only:

A. Stipends

- i. Full-Time Nursing Faculty shall receive a stipend equivalent to 52% of their 2019-20 annual base salary amount, retro-active to the start of their 2019-20 academic year contract.
- ii. Part-Time Nursing Faculty shall receive a stipend equivalent to 52% of their 2019-20 actual quarterly salary amount, retro-active to Fall 2019 and Winter 2020 assignments and for Spring 2020.
- iii. The stipends listed above will be distributed within 45 days to all Nursing Educators employed as of the date which this agreement is executed.
 - i. Nursing Educator faculty positions hired/filled after this date shall be eligible to receive a stipend as applicable to their faculty type (PTF or FTF) relative to their hire date and FTE% of assignment.
- iv. The College shall pay for any benefits costs associated with the stipends using Nurse Educator funds.

B. Clinical Coordinator position and FPC positions

- i. The College's 2019-2020 Clinical Coordinator duties' compensation shall be paid for using Nurse Educator funds in total.
- ii. The College's 2019-2020 Faculty Program Coordinator positions, in Nursing, shall be paid for using Nurse Educator funds in total.
- iii. A total of approximately \$49, 000 will be allocated for this work.

C. Nursing Administrator

- i. The College determined administrator for Shoreline's Nursing program shall receive an annual stipend equivalent to 26% of their 2019-20 annual base salary amount retro-active to the start of their 2019-20 academic year contract.

D. Professional Development funds

- i. An allocation of \$40,000 per academic year shall be used for Nursing faculty professional and/or curriculum development activities.
- ii. Administration of the funds will be determined by a process mutually agreed upon by the College and Federation, prior to their distribution.
- iii. Funds will become available in Spring 2020. Funds not spent during Spring Quarter 2020 will be rolled over into subsequent years for use by Nursing faculty's professional and/or curriculum development activities, as allowed given the Washington State statute.

E. Nursing Equipment

- i. A total of \$18,900 will be allocated towards Nursing equipment purchases in Spring 2020 for remote clinical instruction and virtual simulation.

The terms listed below shall continue into future fiscal years as long as there is a specific Nursing Educator allocation from the legislature which provides funding for such terms.

2. For academic year 2020-2021 and thereafter:

A. Stipends

- ii. Full-Time Nursing Faculty shall receive a stipend equivalent to 26% of their annual base salary amount, to be paid in equal installments included in their paychecks.
- iii. Part-Time Nursing Faculty shall receive a stipend equivalent to 34% of their actual quarterly salary amount, to be paid in equal installments included in their paychecks.
 - i. Nursing Educator faculty positions hired/filled after this date shall be eligible to receive a stipend as applicable to their faculty type (PTF or FTF) relative to their hire date and FTE% of assignment.
- iv. The College shall pay for any benefits costs associated with the stipends using Nurse Educator funds.

B. FTF Annual Contract Nurse Educator position

- a. The College will create a new FTF Annual Contract Nurse Educator position, to begin employment in the academic year 2020-21, bringing the total number of FTF Nursing faculty to twelve (including one FTF Annual Contract position) as of the academic year 2020-21. Continuation of this FTF Annual Nursing Instructor position is dependent on the continuation of funds allocated by the Legislature for Nursing Educators.
- b. The faculty member hired for the position will be required to have an ARC and follow a regular faculty tenure review process.

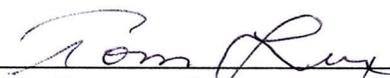
- C. Nursing Administrator
 - a. The College determined administrator for Shoreline's Nursing program shall receive an annual stipend equivalent to 26% of their 2020-21 annual base salary amount, to be paid in equal installments included in their paychecks.
- D. Clinical Coordinator position
 - a. An allocation of up to \$85,000 shall be used to pay a Clinical Coordinator position's salary, with additional nursing educator funds allocated to pay for benefits.
- E. Nursing Program staff support position
 - a. An allocation of up to \$55,000 shall be used to pay a Classified staff Nursing program staff support position, with nursing educator additional funds allocated to pay for benefits.
- F. Nursing Faculty Program Coordinator (FPC) positions
 - a. Up to \$25,000 shall be used towards the compensation costs (including benefit costs) of the College's Faculty Program Coordinator positions in Nursing and shall be paid for using Nurse Educator funds.
- G. Nursing Equipment
 - a. A total of \$76,000 will be allocated towards Nursing equipment purchases in fiscal year 2020-21.
- H. Professional Development funds
 - a. An allocation of \$62,000 per academic year shall be used for Nursing faculty professional and/or curriculum development activities.
 - b. Administration of the funds will be determined by a process mutually agreed upon by the College and Federation, prior to their distribution.
 - c. Funds will become available in Fall 2020 for use by end of each academic year.

For the Federation:

By: 
 Eric Hamako
 SCCFT Local 1950 President

April 24, 2020
 Date

For the College:

By: 
 Tom Lux, Chair
 Shoreline Community College
 Board of Trustees

5/1/2020
 Date