

Memorandum of Understanding

This Memorandum of Understanding between the Public School Employees of Washington (the "Union") and Eastern Washington University (the "University") memorializes an agreement regarding wage adjustments reached between the parties during bargaining for an initial collective bargaining agreement.

Recitals

1. During negotiations for an initial collective bargaining agreement, the parties discussed differences in the salaries paid to different employees in the same or similar positions. In some cases, the parties agreed that the differences reflected differences between the respective employees' education, prior experience or tenure at the University. In other cases, the parties agreed that the differences were the result of the timing of State-imposed wage freezes, across-the-board salary increases, or other factors that did not reflect differences in the qualifications of incumbent employees.

2. As part of an overall agreement on a collective bargaining agreement covering the period from September 1, 2014, through December 31, 2017 (the "Agreement"), the parties agreed to a number of adjustments to the salaries paid to individual bargaining unit members to correct inequities among employees performing the same jobs. The parties also agreed to an across-the-board salary increase for all employees, effective September 1, 2014. The parties have reached this Memorandum of Understanding to record the individual salary adjustments upon which they have agreed.

Agreement

Now, therefore, the parties agree as follows:


1. The "Current Base Salaries" Column of Attachment A shows the annualized, full-time salary of each bargaining unit position as of August 31, 2014.
2. The "Adjusted Base Salaries" Column of Attachment A shows adjustments to individual Current Base Salaries which the parties have agreed to make with the implementation of their new Agreement to correct compression, inversion and equity issues as described above.
3. The "New Base Salaries" Column of Attachment A shows annualized, full-time salary for each bargaining unit member effective September 1, 2014, which includes an increase of one and three-quarter percent (1.75%) to each member's Adjusted Base Salary.
4. For comparison purposes, Current Base Salaries, Adjusted Base Salaries and New Base Salaries shown in Attachment A are based on twelve-month, full-time appointments. Employees working a cyclic and/or part-time appointment will receive a prorated salary. Nothing in this Memorandum or Attachment will be interpreted to change the annual term or full-time/part-time status of any bargaining unit member.

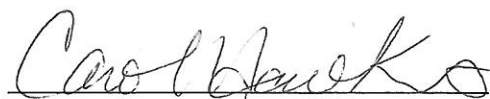
5. Because final ratification of the Agreement will not occur until after September 1, 2014, the University will implement the New Base Salaries retroactive to September 1, 2014. Retroactive pay will be included in the University's normal payroll no later than one (1) month following the effective date of the Agreement.

Signed and Dated this 25 day of Sept, 2014.

Public School Employees of Washington

Eastern Washington University


Name Lisa D. Olson
Its PSE President


Name Carol Hawkins Ewell
Its Labor Relations Manager

ATTACHMENT A

Pay Range	Department	Name	Title	Current Base Salaries*	Adjusted Base Salaries*	New Base Salaries*
102	Asia University America Program	Reid, Michael B.	Coord-Student Services	\$38,733	\$38,733	\$39,411
103	Housing-Residential Operations	Baumgarten, Amber	Interim Coord-Residence Life	\$26,000	\$26,000	\$26,455
103	Housing-Residential Operations	Bjornstad, Jocelyn	Coord-Residence Life	\$27,000	\$27,000	\$27,473
103	Extended Campus	Bolinger, Carrie N.	Advisor/Recruiter	\$34,000	\$34,000	\$34,595
103	Admissions	Churchill, Timothy C.	Admissions Advisor	\$35,000	\$36,570	\$37,210
103	Housing-Residential Operations	Lindmair, Rudolph	Coord-Residence Life	\$27,996	\$27,996	\$28,486
103	Housing-Residential Operations	Lundebby, Ericka-Erin V.	Coord-Residential Life	\$29,012	\$29,012	\$29,520
103	Admissions	Marney, Nathan	Admissions Advisor	\$38,000	\$38,000	\$38,665
103	Admissions	Pichnevskiy, Stanislav V.	Admissions Advisor	\$36,570	\$36,570	\$37,210
103	Extended Campus	Schmitt, Heather A.	Advisor/Recruiter	\$40,000	\$40,000	\$40,700
103	Housing-Residential Operations	Sieb, Brock M.	Coord-Residential Life	\$30,740	\$30,740	\$31,278
103	Running Start-On Campus	Thayer, Julie L.	Advisor/Recruiter	\$36,040	\$36,040	\$36,671
103	School of Social Work	Thompson, Susan K.	Coord-SW Student Services	\$44,655	\$44,655	\$45,436
104	Chicano Studies Program	Alonso, Maria	Retention Specialist	\$40,754	\$40,754	\$41,467
104	Academic Success Center	Brown, Anna B.	Retention Specialist	\$45,156	\$45,156	\$45,946
104	Academic Success Center	Cervenka, Aimee R.	Retention Specialist	\$42,786	\$42,786	\$43,535
104	Admissions	Corradine, Randolph	Senior Admissions Advisor	\$42,000	\$42,000	\$42,735
104	Academic Success Center	Davis, Theresa R.	Retention Specialist	\$38,288	\$38,288	\$38,958
104	Education	Dixon, Tiffany	Coord-Undergrad Student Svcs	\$37,500	\$37,500	\$38,156
104	Admissions	Guierrez-Parker, Lupita O.	Regional Admissions Advisor	\$41,086	\$45,000	\$45,788
104	Admissions	Meyer, Whitney M.	Sr Admissions Advisor	\$40,810	\$40,810	\$41,524
104	Academic Success Center	Morris, Erica C.	Retention Specialist	\$42,786	\$42,786	\$43,535

*All salaries shown as 12-month, 100% FTE
Client Files\4834-6543-3118.v3-9/15/14

ATTACHMENT A

Pay Range	Department	Name	Title	Current Base Salaries*	Adjusted Base Salaries*	New Base Salaries*
104	Academic Success Center	Munoz, Carlos M.	Retention Specialist-PLUS Grps	\$40,280	\$40,280	\$40,985
104	Admissions	Nehus, Jennifer K.	Sr Admissions Advisor	\$38,500	\$38,500	\$39,174
104	Academic Success Center	O'Donnell, Heidi	Retention Specialist	\$42,786	\$42,786	\$43,535
104	Academic Success Center	Ortega-Nieto, Anna	Retention Specialist	\$46,908	\$46,908	\$47,729
104	Admissions	Rios, Arden T.	Regional Admissions Advisor	\$40,000	\$40,000	\$40,700
104	Academic Success Center	Ross, Kyle	Retention Specialist	\$44,727	\$44,727	\$45,510
104	Academic Success Center	Thomas, Melanie R.	Retention Specialist	\$42,786	\$45,156	\$45,946
104	Academic Success Center	Veeder, Heather L.	Retention Specialist	\$42,786	\$42,786	\$43,535
104	Admissions	Zuill-Brown, Sentoria L.	Regional Admissions Advisor	\$42,400	\$42,400	\$43,142
105	International Field Studies	Axton, Elena S.	Study Abroad Advisor	\$39,220	\$40,162	\$40,865
105	General Undergraduate Advising	Cook, Kathleen J.	Academic Advisor	\$39,611	\$41,018	\$41,736
105	General Administration-Athletics	Fitzgerald, James J.	Acad Coord/Advisor	\$38,902	\$40,162	\$40,865
105	General Undergraduate Advising	Hopkins, Lane D.	Academic Advisor	\$36,681	\$41,107	\$41,826
105	International Student Program	LaSota, Kara Y.	International Student Advisor	\$39,220	\$40,162	\$40,865
105	Extended Programs	Lecount, Anna	Advisor/Recruiter-CSHE	\$34,000	\$34,000	\$34,595
105	Health and Wellness	Mathieson, Laura E.	Health Education Coordinator	\$44,400	\$44,400	\$45,177
105	General Undergraduate Advising	Melville, Mindy L.	Academic Advisor	\$38,101	\$41,107	\$41,826
105	Dean-Social & Beh Sci & SW	Meyer-Quiroz, Sabrina F.	Advisor/Recruiter CSBSSW-GJAA	\$41,605	\$44,520	\$45,299
105	General Undergraduate Advising	Michaelson, Carla R.	Academic Advisor	\$37,200	\$41,018	\$41,736
105	Dean-Science, Health & Engineering	Murphy, N S.	Advisor/Recruiter-CSHE	\$44,520	\$44,520	\$45,299
105	ASEWU-SAIL	Musnicki, Sundi	Advisor-Campus Programs	\$40,000	\$40,000	\$40,700
105	General Undergraduate Advising	Smith, Heidi S.	Academic Advisor	\$41,107	\$41,107	\$41,826
105	Assoc Dean-CES	Springberry, Gar	Advisor/Recruiter-CSHE	\$41,285	\$44,520	\$45,299

*All salaries shown as 12-month, 100% FTE
Client Files\4834-6543-3118.v3-9/15/14

ATTACHMENT A

Pay Range	Department	Name	Title	Current Base Salaries*	Adjusted Base Salaries*	New Base Salaries*
105	Dean-Business & Public Administ	Strote, Jodi L.	Academic Advisor	\$41,018	\$41,018	\$41,736
105	General Undergraduate Advising	Tompkins, Carrie M.	Academic Advisor	\$38,496	\$41,018	\$41,736
105	Chicano Education	Valdovinos, Noe	CAMP Outreach/Ret Specialist	\$40,754	\$40,754	\$41,467
105	Dean-Arts, Letters & Educ	Wagner, Jill	Academic Advisor	\$39,502	\$41,018	\$41,736
106	ASEWU-SAIL	Armstrong Ash, Samantha J.	Assoc Dir - SAIL	\$50,000	\$50,000	\$50,875
106	Extended Campus	Blazekovic, Brenda J.	Operations Mgr-Running Start	\$40,000	\$40,000	\$40,700
106	Honors Program	Roberts, Doreen L.	Honors Coord/Advisor	\$46,255	\$46,255	\$47,064
107	Africana American Education Program	Brackett, LaToya T.	Coord-Ethnic Programs	\$44,000	\$44,000	\$44,770
107	E-Learning & Off Campus Programs	Burgess, Corey D.	Production Specialist	\$43,460	\$43,460	\$44,221
107	American Indian Studies Program	Devon, Nicole S.	Coord-Ethnic Programs	\$43,297	\$44,000	\$44,770
107	E-Learning & Off Campus Programs	Dorty, Margaret	Production Specialist	\$43,460	\$43,460	\$44,221
107	Career Services-Career Planning	Sanchez, Laura L.	Career Advisor	\$42,400	\$44,944	\$45,731
107	Urban & Regional Planning	Siedenburger, Michele G.	Program Specialist-TTAP	\$43,028	\$45,500	\$46,296
107	Student Life	Stafford, Debra H.	Coord-Living Learning Comm	\$45,581	\$45,581	\$46,379
107	Career Services	Turner, Shannon M.	Career Advisor	\$44,944	\$44,944	\$45,731
107	Career Services	Weldon, Ryan L.	Career Advisor	\$42,400	\$44,944	\$45,731
108	Engineering & Design	Lyons, Brandan	Mine Safety Instructor	\$51,000	\$51,000	\$51,893
108	Professional Devel/External Prog	Matlock, Helen L.	Process Manager OPDEP	\$47,839	\$47,839	\$48,676
108	Counseling & Psychological Services	Olson, Lisa D.	Psychological Counselor	\$43,491	\$49,000	\$49,858
108	Academic Success Center	Orheim, Molly D.	Asst Director - Academic Success Center	\$49,000	\$49,000	\$49,858
108	Counseling & Psychological Services	Ovnicsek, Melinda R.	Psychological Counselor	\$44,330	\$49,000	\$49,858
108	Dean-Social & Beh Sci & SW	Somerday, Diane M.	Coord-SW Undergrad Studies	\$54,974	\$54,974	\$55,936

*All salaries shown as 12-month, 100% FTE
Client: Files\4834-6543-3118.v3-9/15/14

ATTACHMENT A

Pay Range	Department	Name	Title	Current Base Salaries*	Adjusted Base Salaries*	New Base Salaries*
108	Education	Stinson, Jill	Certification Officer	\$46,500	\$46,500	\$47,314
108	Career Services-Career Planning	Watson, Romeal J.	Coord-Internship Program	\$44,520	\$46,000	\$46,805
108	Enrollment Services	Williams, Sandra R.	LGBTQA Adv/Pride Center Coord	\$52,208	\$52,208	\$53,122
109	McNair Scholars	Dukich, Cynthia R.	Asst Dir-McNair Scholars	\$51,273	\$51,273	\$52,170
109	Disability Support Services	Marsh, Valerie	Accommodation Specialist	\$47,184	\$47,184	\$48,010
109	Disability Support Services	Sieglock, Joetta L.	Dis Support Services Advisor	\$51,898	\$51,898	\$52,806
110	Counseling & Psychological Services	Berkman, Miriam E.	Counseling Psychologist	\$60,200	\$60,200	\$61,254
110	Counseling & Psychological Services	Cahill, Lauren A.	Counseling Psychologist	\$49,238	\$50,238	\$51,117
110	Counseling & Psychological Services	Emerson, Alice M.	Counseling Psychologist	\$49,238	\$53,000	\$53,928
110	Writer's Center - Lab	Forsgreen, Gail L.	Asst Dir-Writer's Center	\$49,238	\$49,238	\$50,100
110	Counseling & Psychological Services	Henry, Ran E.	Counseling Psychologist	\$49,238	\$50,238	\$51,117
110	Counseling & Psychological Services	Koffman, Steven D.	Counseling Psychologist	\$54,060	\$54,060	\$55,006
112	E-Learning & Off Campus Programs	Lordan, Patrick T.	Instructional Designer DEO	\$61,311	\$61,311	\$62,384
112	E-Learning & Off Campus Programs	Sheets, Gary L.	Instructional Designer DEO	\$56,180	\$56,180	\$57,163

*All salaries shown as 12-month, 100% FTE
Client Files\4834-6543-3118.v3-9/15/14