

1 MEMORANDUM OF UNDERSTANDING

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4 THIS MEMORANDUM OF UNDERSTANDING SETS FORTH THE FOLLOWING AGREEMENT  
5 BETWEEN THE UNITED FACULTY OF EASTERN WASHINGTON UNIVERSITY (THE  
6 “UNION”) AND EASTERN WASHINGTON UNIVERSITY (THE “UNIVERSITY”) PURSUANT  
7 TO THE CURRENT COLLECTIVE BARGAINING AGREEMENT (CBA).  
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9

10 **The parties agree to the following:**

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12 **A. Compensation for teaching of online courses**

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14 1. Effective January 1, 2018, the minimum compensation for quarterly and part-time overload  
15 online course teaching will be \$900 per credit hour.  
16  
17 2. EWU Academic Departments are solely responsible for the following regarding online courses:  
18  
19 a) Curriculum, curriculum currency and curriculum development  
20 b) Standards of course quality and rigor  
21 c) Standards of student assessment and proficiency  
22 d) Peer evaluation of instructors  
23  
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25 **B. Time-in-Service Compensation**

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27 Time in Service Compensation for Full Professors and Senior Lecturers (Supersedes and replaces Merit  
28 Salary Increases for Full Professors, CBA 7.5.5)  
29

30 1. Time-in-Service Compensation

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32 1.1 Salaries for tenured Full Professors and Senior Lecturers will be adjusted based on years  
33 of continuous service since promotion to Full Professor or Senior Lecturer as described  
34 below.  
35

36 (a) For the purposes of determining time-in-service, a year of continuous service is  
37 defined as a 50% or greater appointment as a Full Professor or Senior Lecturer  
38 during the academic year. Time taken as leave without pay, long-term disability  
39 leave, administrative leave without pay, or other temporary separation from the  
40 university will not be counted toward years of continuous service. Professional  
41 leave granted by the university, parental leave, FMLA leave, and administrative  
42 appointments with reversion rights to faculty will not affect the calculation of  
43 years of continuous service.  
44

45 (b) One-Time Base Salary Adjustment

46  
47 (i) On September 1, 2018, those Full Professors and Senior Lecturers  
48 who have accrued more than twenty (20) years of continuous service to  
49 the university will receive a one-time \$2,500 increase to their base salary.  
50

1 (ii) On September 1, 2018, those Full Professors who have accrued  
2 more than five (5) years of continuous service but less than or equal to  
3 twenty (20) years of continuous service to the university will receive a  
4 one-time \$750 increase to their base salary.  
5

6 (c) Time-in-Service Salary Adjustments  
7

8 (i) On September 1, 2018 and each September 1 thereafter, Full Professors  
9 and Senior Lecturers who at the end of the prior academic year have  
10 completed five (5) years of continuous service will have their base salary  
11 increased by the amount of \$1,000.  
12

13 (ii) On September 1, 2018 and each September 1 thereafter, Full Professors  
14 and Senior Lecturers who at the end of the prior academic year have  
15 completed ten (10), fifteen (15), or twenty (20) years of continuous  
16 service will have their base salary increased by the amount of \$2,000.  
17

18 (d) The salary adjustments described in this article will be applied to the faculty  
19 members' base salary as determined by Article 8 of the collective bargaining  
20 agreement in effect at the time that a Full Professor or Senior Lecturer reaches  
21 five (5), ten (10), fifteen (15), or twenty (20) years of continuous service. Time-  
22 in-service adjustments will occur prior to salary adjustments described in Article  
23 8.  
24

25 (e) Full Professors who received a Merit Salary adjustment for the 2016-2017  
26 academic year or the 2017-2018 academic year will not be eligible to receive the  
27 one-time base salary adjustments or the time in service adjustment for having  
28 completed five (5), ten (10), fifteen (15) or twenty (20) years of continuous  
29 service to the university described in sections 1.1 (b) or 1.1 (c) during the 2018-  
30 2019 academic year.  
31

32 **Upon ratification of this agreement, Article 7.5.5, Merit Salary Increases for Full Professors, shall be**  
33 **rescinded and no longer be in effect.**  
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35 This Memorandum of Understanding shall be effective upon ratification by the parties and will be attached to the  
36 current Collective Bargaining Agreement.  
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38

39 THE UNITED FACULTY OF EASTERN  
40 WASHINGTON UNIVERSITY

41  
42 BY: Michael F. Conlin  
43 Michael Conlin, UFE President  
44

45 DATE: 10.4.2017  
46

47  
48 BY: Richard Orndorff  
49 Richard Orndorff, UFE VP of Bargaining  
50

51 DATE: 10/4/2017

EASTERN WASHINGTON UNIVERSITY

41  
42 BY: Scott Gordon  
43 Scott Gordon, Provost, VP of Academic Affairs  
44

45 DATE: 10/09/2017  
46

47  
48 BY: Joseph Fuxa  
49 Joseph Fuxa, Labor Relations Manager  
50

51 DATE: 10-4-2017