

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE STATE OF WASHINGTON  
AND  
WASHINGTON FEDERATION OF STATE EMPLOYEES HIGHER EDUCATION  
COMMUNITY COLLEGES COALITION**

During bargaining for the 2015-2017 collective bargaining agreement (CBA), the parties modified Article 43 Compensation, by negotiating a pay increase for classified employees paid on the General Service Salary Schedule that includes a 3% increase on July 1, 2015 and a 1% increase on July 1, 2016, plus an additional .8% or \$20.00, whichever is greater. The parties also modified Article 5, Temporary Appointments, by negotiating a salary adjustment for temporary appointees who had reached the 350 hour threshold to receive a 2% increase to their salary effective July 1, 2015 and an additional 2% effective July 1, 2016.

The colleges listed below have a practice of paying their temporary appointees based on steps of the General Service Salary Schedule. The parties agree that for the colleges listed on this Memorandum of Understanding, temporary appointees who are paid based on the General Service Salary Schedule will continue to be paid based on the step of the General Service Salary Schedule they are assigned to and will, therefore, receive the increases of 3% and 1% plus an additional .8% or \$20.00, whichever is greater. Those temporary appointees will not also receive an increase of 2% and 2%.

The colleges affected by this agreement are **Lower Columbia College, Centralia College, Peninsula College, Everett Community College, South Puget Sound Community College and Shoreline Community College.**

This MOU will become effective on the effective date of the new collective bargaining agreement and will end with the expiration of the 2015 – 2017 Agreement.

**For WFSE:**

  
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KURT SPIEGEL                      DATE                      3/2/15

**For the Employer:**

  
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SHEA GOMEZ                      DATE                      3/1/15