



CENTRAL WASHINGTON UNIVERSITY

**Memorandum of Understanding
Promotion Increase**

The purpose of this Memorandum of Understanding between the United Faculty of Central Washington University (the "Union"), and Central Washington University (the "University") is to memorialize an agreement reached between the parties. This agreement is an extension to the Memorandum of Understanding on Promotion Increase dated August 27, 2009.

Recital

Under the terms of the parties' 2006-2009 and 2009-2013 collective bargaining agreements, faculty members receiving a promotion receive a salary increase of a minimum of ten percent (10%). The Provost may grant faculty members larger promotional increases based on consideration of market factors, personal achievement and other equitable factors. Due to funding constraints applicable to the University during 2009 and 2010, faculty members receiving promotions effective September 2009 and September 2010 received the minimum ten percent (10%) salary increase.

Agreement

Now, therefore, the parties agree as follows:

- 1) This agreement supersedes the MOU signed on 8/27/2009 which details the process for handling discretionary raises for those faculty promoted in September 2011.
- 2) All faculty promoted effective September 2009 and September 2010 shall have their salaries re-reviewed by the Provost.
- 3) The Provost shall establish a pool with a minimum of \$70,000 to be distributed to these faculty in the fall of 2011. This pool is based roughly upon the average discretionary raise given in fall of 2007 and 2008, approximately 4%. The amount of individual salary increases, if any, will be determined by the Provost and communicated to the faculty members by 12 June, 2011 at the latest. Any increases awarded by the Provost will take effect September 16, 2011 and will become part of the faculty member's base salary.
- 4) Delaying discretionary raises for two years for the faculty promoted in fall 2009 and one year for the faculty promoted in fall 2010 will save the university approximately \$150,000 – something both UFC and the administration recognizes as necessary during this biennium.

Signed and dated this 1 day of Sept, 2010.

Dennis R. Defa
Asst. Vice President for Faculty Relations
Central Washington University

Robert Hickey
President
United Faculty of Central