

MEMORANDUM OF UNDERSTANDING

BETWEEN CENTRAL WASHINGTON UNIVERSITY AND
UNITED FACULTY OF CENTRAL WASHINGTON UNIVERSITY

Assistant Coach Minimum Salaries Sections 18.2.4 (a) and 18.3.4 (a)

The purpose of this Memorandum of Understanding between United Faculty of Central (the “Union”), and Central Washington University (the “University”) is to memorialize an agreement to correct the minimum assistant coach salaries listed in Article 18 of the 2021-2023 Collective Bargaining Agreement.

Recitals

During the last round of contract negotiations, spring 2021, the Union and the University negotiated a three percent (3%) increase to faculty and coach base salaries, effective September 1, 2021. During the drafting of the final contract language, a typo was made on the minimum assistant coach salaries. The new minimum assistant coach salary, inclusive of the 3% increase, should have been \$46,873. The minimum salary typed in the collective bargaining agreement (CBA) was \$48,873. This error was not caught by either the Union or the University. Furthermore, the incorrect base salary was used to calculate the future increases, thereby increasing the erroneous salary. This error was brought to both the Union’s and the University’s attention recently when calculating salaries for the January 1, 2023 negotiated increase.


Agreement

Now, therefore, the parties agree as follows:

1. The correct minimum salary for full-time assistant coaches, effective January 1, 2023, is \$48,762. This salary is inclusive of the across-the-board increases applied to coach salaries September 1, 2021, September 1, 2022, and January 1, 2023.
2. Assistant coaches who received incorrect compensation due to the error in the September 1, 2021 CBA, will not be required to repay the overpayment they received as a result of the error.
3. Full-time assistant coaches on annual or multi-year contracts who were affected by this error will retain their current base salary going forward and future across-the-board increases will be applied to it.
4. This Memorandum of Understanding will take effect immediately and shall remain in effect until the successor CBA is negotiated and becomes effective.

Approved and effective on the date last signed below.

FOR CENTRAL WASHINGTON
UNIVERSITY




Jim Wohlpart
President, CWU

12.1.22

Date

FOR UNITED FACULTY OF
CENTRAL WASHINGTON UNIVERSITY



Kara Gabriel
President, UFC

Dec 1, 2022

Date