

1 MEMORANDUM OF UNDERSTANDING

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4 THIS MEMORANDUM OF UNDERSTANDING SETS FORTH THE FOLLOWING
5 AGREEMENT BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON / SEIU LOCAL
6 1948 CENTRAL WASHINGTON UNIVERSITY CHAPTER, AND CENTRAL WASHINGTON
7 UNIVERSITY PURSUANT TO ARTICLE 48, SECTION 48.1. OF THE CURRENT
8 COLLECTIVE BARGAINING AGREEMENT.
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11 The parties agree to the following:
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13 Based on the grant funding Central Washington University has received for its childcare centers the
14 university is initiating the following temporary compensation adjustments for staff within the Early
15 Childhood Learning Center (ECLC) and Rainbow Center (RC). PSE staff will benefit from the
16 temporary compensation adjustment as outlined below.
17

18 **Grant Summary:**

19 CWU received two (2) American Rescue Plan Act (ARP) funded grants (one for Early Childhood
20 Learning Center and one for the Rainbow Center) flowing from U.S. Department of Health and Human
21 Services to Washington State Department of Children, Youth and Families to CWU which must be
22 utilized towards bonuses/incentives for ECLC and RC employees. Grants are funded with ARP
23 monies and are highly audited not only by the SAO but the federal government.
24

25 **Monthly \$150.00 retention payments** will be issued to employees during the January 2022 through
26 December 2022 (grant end date) period, dependent upon fund availability. Retention payments will be
27 processed at the end of each month once employment and facility location has been documented and
28 verified. Current PSE employees employed as of January 1, 2022, will receive a \$150.00 per month
29 retro payment for the months January through April, 2022. PSE employees hired after January 1, 2022
30 would be eligible to receive the retention bonus beginning the month of hire through December 2022
31 (grant end date), dependent upon fund availability.
32

33 A monthly retention payment of \$150.00 will be allocated between the two grants based upon which
34 facility (ECLC and/or RC) the staff member commits their monthly effort. Retention payments will be
35 allocated from each grant until funds are exhausted. This may result in some employees receiving
36 retention payments and some not until each facility grant is exhausted.
37

38 After the November 2022 retention payment has been issued, an assessment will be completed to
39 determine the remaining grant funds and an unknown amount will be distributed based upon active
40 December employment status and facility worked. The last retention payment will be issued within 30
41 days of grant end date.
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43 **Recruitment/signing bonus** - If future search pools are insufficient, the department would repost
44 positions to provide a signing bonus of \$500.00 for new hires after 3 months of CWU employment at
45 ECLC and/or RC but only if their employment begins on/before September 30, 2022.
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47 All grant funding must be spent in 2022 or it is returned to the state government.
48

49 PUBLIC SCHOOL EMPLOYEES

Memorandum of Understanding
PSE of CWU / Central Washington University

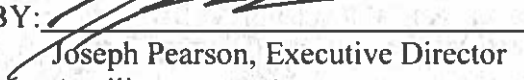
July 02, 2021
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OF WASHINGTON/ SEIU LOCAL 1948
PSE of CWU

Central Washington University

BY: 
Mark Young, Chapter President

BY: 
Joseph Pearson, Executive Director
Auxiliary Enterprises

DATE: 5-19-2022

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