

**Memorandum of Understanding
Tacoma Community College (TCC) and TCC Federation of Teachers**

Salary Payments

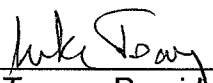
The Tacoma Community College (hereinafter the "College"), and the Tacoma Community College Federation of Teachers (hereinafter the "Union"), hereby enter into and agree to the following memorandum of understanding.

Article 4.70(a) of the 2006-09 Faculty Negotiated Agreement (which by mutual agreement was extended through the 2009-2010 academic year) shall be modified as follows:

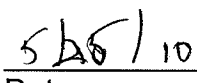
4.70 Salary Payments

(a) Each full-time academic employee shall be paid in accordance with State adopted, lagged payroll schedules and procedures in the following manner: one twenty-fourth (1/24) of his/her annual salary beginning with the September 25 through May 25 payrolls; six twenty-fourths (6/24) on the June 10 payroll and one twenty-fourth (1/24) on the June 25 payroll unless a full-time academic employee selects to be paid in nineteen (19) equal installments between September 25 through June 25. The selection deadline is July 1 preceding the start of the September 1 contract for continuing full-time academic employees. Once a selection is submitted, it remains in effect for the contract year. A full-time academic employee will have an opportunity to make a selection each year. New full-time academic employees will make a selection upon hire.


This memorandum of understanding will be in force until a new negotiated agreement is signed by both parties.



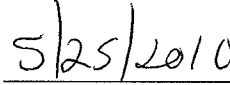
Mike Towey, President of TCCFT
Representing the TCCFT Academic Employees



Date



Silvia Barajas, Vice President
Administrative Services
Representing TCC Management
on Behalf of the Board of Trustees



Date