

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

2017/2018 Compensation and PAUs

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, in accordance with the 2017-2020 Faculty Negotiated Agreement.

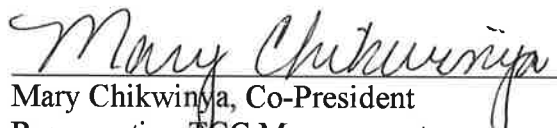
1. The College and Union hereby agree to a 2.3% pay increase for all Full-Time Academic Employees on payroll for the June 25, 2016 pay period. This excludes first year full-time temporary and first year full-time probationary tenure track employees, who will receive a general increase to their base salary of 2017-2018.
2. Part-Time Academic Employee Salary Schedule will be adjusted by 2.3% beginning with the Fall 2017 Quarter, with the exception of the professional service rate which has been adjusted to \$40.00 per hour effective Summer Quarter 2017.
3. The amount of compensation for increments based on earned PAUs for all eligible continuing Full-Time Academic Employees will be based on turnover dollars divided by the total number of eligible employees. An eligible full-time academic employee whose position is supported by more than 51% special funding (non-operating dollars) shall be subject to the same increment as other eligible full-time academic employees not supported by special funds. PAUs will be issued in accordance with 8.71.
4. PAUs will be issued in accordance with Section 8.71.

This memorandum of understanding will be in force beginning with the 2017/2018 academic year appointments.



David Howard, Ed.D., President of TCCFT
Representing the TCCFT Academic Employees

8/24/17
Date



Mary Chikwinya, Co-President
Representing TCC Management
on Behalf of the Board of Trustees

8-28-17
Date



Bill Ryberg, Co-President
Representing TCC Management
on Behalf of the Board of Trustees

8/15/17
Date