

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

2016/2017 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.

1. In accordance with section 4.10 (e) the College and Union hereby agree to a 1.8% pay increase for all Full-Time Academic Employees on payroll for the June 25, 2016 pay period.
2. Section 4.81 Part-Time Academic Employee Salary Schedule will be adjusted by 1.8% beginning with the Fall 2016 Quarter.
3. Section 8.71 (a) (3) is modified as follows: The amount of compensation for increments based on earned PAUs for all eligible continuing Full-Time Academic Employees shall be equal to, in accordance with, and contingent upon SBCTC authorization, Legislative authority to use local funds, and Legislative funding and will be based on the state allocation, authorized local funds, plus any 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 2016/2017 academic year appointments.



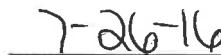
David Howard, Ed.D., President of TCCFT
Representing the TCCFT Academic Employees



Date



Sheila Ruhland, Ph.D., President
Representing TCC Management
on Behalf of the Board of Trustees



Date