

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

Professional Activity Units (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 tentative agreement regarding Professional Activity Units (PAUs) 8.71, for the 2012/13 academic year, Corrections Academic Employees PAUs as follows:

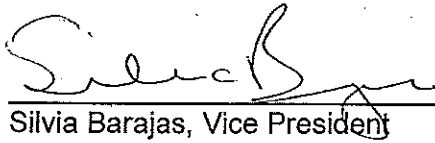
1. 2012/13 PAUs will be awarded in the amount of \$1,083. This amount will be added to the employee's base.
2. PAUs paid in June 2012 will be kept by the employee except for the overpayment amount.
3. The overpayment amount will be deducted from the 2012/13 PAU amount with the balance paid to the employee. This does not affect the base.

This memorandum of understanding will be in force for the 2012/13 academic year. Union and Management will meet every July to determine the value of future PAUs to ensure equity in the awarding of PAUs.



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

3/13/13
Date



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

3/13/2013
Date