

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

2014/15 Compensation

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.

For the 2014/15 academic year the College will create a professional growth program that will provide opportunities for academic employees including adjunct faculty as follows:

1. The professional growth program will be developed by management and will include input from the faculty development committee.
2. Faculty may participate in up to 22.5 hours of professional growth.
3. Faculty who participate in the full 22.5 hours of professional growth program will earn \$1,000 on a one time basis. Faculty that participate in less than the full 22.5 hours will earn a prorated amount, on a one time basis.
4. Faculty will accrue hours based on their *participation* at a 1:1 ratio.
5. Faculty will be provided with an opportunity to develop professional development activities (PDA) that will be provided as part of the training program. PDA can be programmed as workshops, series, reading groups, learning communities, or other formats that must be approved by the Dean of Organizational Learning and Effectiveness to ensure consistency with TCC's Mission and Strategic Plan.
6. Faculty who are developing PDAs will obtain credit towards the accrual of their 22.5 hours. Faculty will be credited three (3) *development* hours for each hour of delivered PDA. Collaborative work among faculty will be credited equally for each developer by calculating the total credit for the PDA and averaging those credits for equal distribution to each collaborator plus one additional credit for each collaborator.
7. Faculty who are facilitating PDA activities will also accrue credit for *facilitation* hours on a 1:1 ratio.
8. Faculty who are facilitating PDAs will be required to identify learning objective(s) and assess whether the objective(s) were met.
9. Faculty will be allowed to count participation in a professional growth program as a PAU through 8.71 (11) In-Service Education Activities. If Faculty chooses the PAU option, the training will not be credited toward the 22.5 hour of professional growth.
10. Professional growth program activity shall be reported as they are earned to the division of Organizational Learning & Effectiveness by the 30th day of June of the year earned.

In the absence of legislative allocations for faculty salary adjustment, Union and Management agree to meet in the Spring of 2015 to discuss other possible options for the 2015/16 academic year.

This memorandum of understanding will be in force for 2014/15 academic year and expires on June 30, 2015.



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

10/23/14

Date



Tod Treat, PhD
Executive Vice President for Academic and Student Affairs
Representing TCC Management
on Behalf of the Board of Trustees

10/23/14

Date