

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

Temporary Academic Employees


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 .20 of the 2006-09 Faculty Negotiated Agreement (which by mutual agreement was extended through the 2009-2010 academic year) states:

.20 Definitions

(3) Temporary Academic Employee – A temporary academic employee is one who is employed by the College on a full-time basis, at a full-time rate of pay proportionate to workload, for a specific task and for a specific number days which may differ from the academic year appointment. An employee shall not be retained on a temporary status for more than two consecutive years. Temporary academic employees are entitled to all rights and benefits of a full-time employee in proportion to their workload, except tenure and seniority, or where otherwise specified in this agreement.


The provision limiting the temporary status to two years will be suspended for the 2010-2011 academic year for the following faculty who are currently employed for their second year: Jethro De Lisle, Sedia Dennis, and the following faculty who are currently employed for their third year: Camille Lowman, Monica Monk, Don Ramage, Mary Skinner, and Mary Fox. Furthermore, both the second year and third year employees listed herein shall, after satisfactorily completing a one-year mentoring program coordinated through the Office of Academic and Student Affairs, be allowed to enter the tenure track. Having already served at least six quarters to date, their tenure period will be shortened to an additional six quarters, starting in Fall of 2011, provided that the tenure committee recommends tenure and the Board of Trustees concurs. Their tenure process will, in all other respects, follow the process outlined in the Negotiated Agreement in effect at the time. This agreement applies only to the faculty members listed herein, does not constitute a change in the Negotiated Agreement in regards to any other temporary faculty hired before or after this agreement, and does not create a precedent regarding tenure for faculty who are hired on a temporary basis hereafter.



Mike Towey, President of TCCFT
Representing the ~~TCCFT~~ Academic Employees

3-8-10

Date



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

3/8/2010

Date