

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

**Limitation of Full-Time Temporary Academic Employee Employment**

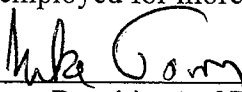
The Tacoma Community College (hereinafter the "College"), and the Tacoma Community College Federation of Teachers (hereinafter the "Union"), hereby enter into and agree to the following memorandum of understanding.

Article .20 of the 2006-2009 Faculty Negotiated Agreement (which by mutual agreement is to be extended through the 2009-2010 academic year) states:

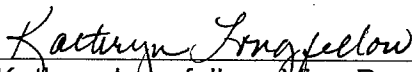
**0.20 Definitions**

**(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 of 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 2009-2010 academic year. Temporary academic employees who reach the two year limit before the end of the 2009-2010 academic year may have their employment extended for one more year at the college's option. This agreement does not change any of the other rights or privileges of the college, the union, or academic employees. In addition, this agreement shall not apply to Specially Funded Academic Employees, working under the definition in Article 0.20 (4) who have been employed for more than two academic years.

  
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Mike Towey, President of TCCFT  
Representing the TCCFT Academic Employees

2/24/09  
\_\_\_\_\_  
Date

  
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Kathryn Longfellow, Vice President  
Administrative Services  
Representing TCC Management on Behalf of the  
Board of Trustees

2.24.09  
\_\_\_\_\_  
Date