

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

Voluntary Separation Incentive - Part-Time Assignment

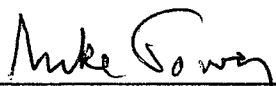
The Tacoma Community College (hereinafter the "College"), and the Tacoma Community College Federation of Teachers (hereinafter the "Union"), hereby enter into and agree to the following memorandum of understanding.

This agreement is separate from and in addition to any retirement or separation incentives contained in the Faculty Negotiated Agreement (hereinafter referred to as the "Contract"). This program provides for reduced levels of employment following official retirement. It is available to tenured academic employees, ages 55 and over, or to those under age 55 who have accumulated at least fifteen (15) years of full-time academic employee service at Tacoma Community College. Employees who participate in this program will voluntarily sign an agreement which provides for separation from the employee's tenured employment relationship with the College and a general release of all claims that the employee has or may have relating to that tenured employment relationship. Employees who select this program will, after retirement, be offered multi-quarter part-time teaching assignments at a minimum level of employment which assures that they are benefits-eligible, for up to four (4) academic years after separation. The employment status, non-instructional duties and level of compensation during the post-separation period will be that of a part-time (adjunct) academic employee.

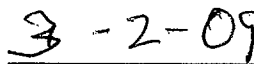
This is a one-time agreement and applies only to academic employees who voluntarily separate from employment with Tacoma Community College during the 2009-11 academic years, unless the parties mutually agree otherwise. College management has the sole right to accept or deny any application for this incentive, based on the following considerations:

1. Retention of adequate levels of skilled, talented workers in needed occupations and locations.
2. Retention of positions, occupations, and skills that are key to achieving the College's mission and priorities.
3. The difficulty or cost of replacing employees with particular skill requirements or in certain locations.
4. Potential disruption of College programs or services due to the overall loss of experienced workers.
5. Availability of part-time course sections within the employee's discipline.

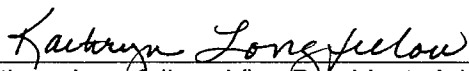
Applications for this program will be accepted only between February 15th and March 15th of each academic year.



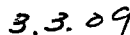
Mike Towey, President of TCCFT
Representing the TCCFT Academic Employees



Date



Kathryn Longfellow, Vice President, Admin Svcs
Representing TCC Management on Behalf of the
Board of Trustees



Date