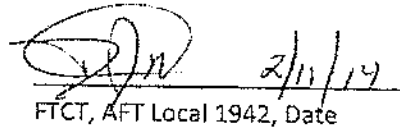


MEMORANDUM OF AGREEMENT

The Federation of Technical College Teachers (FTCT) and the Board of Regents for Higher Education (Board) agree to the following terms:

1. The term "Full Time Lecturer" (FTL) is not recognized by the parties' collective bargaining agreement (CBA).
2. The Board shall reclassify all current FTLs to one of the current faculty ranks listed in the parties' CBA.
3. The use of the title "FTL" shall cease effective with the signing of this Agreement.


 2/28/14
Board of Regents, Date

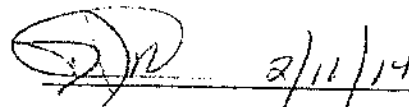
 2/11/14
FTCT, AFT Local 1942, Date

MEMORANDUM OF AGREEMENT

The Federation of Technical College Teachers (FTCT) and the Board of Regents for Higher Education (Board) agree to the following terms:

1. Michael Walters (Walters) shall receive the title, pay and benefits of Assistant Professor retroactive to August 25, 2013.
2. Walters shall receive compensation due to underpayment during the 2008-2009 and 2010-2011 academic years to the sum of \$2,217.50. Said payment will be included in the pay period ending on March 21, 2014.
3. FTCT agrees to withdraw Grievance F-13-01.
4. This Agreement shall not serve as precedent or be used by either party in any future proceeding.


Board of Regents, Date


FTCT, AFT Local 1942, Date

MEMORANDUM OF AGREEMENT

The Federation of Technical College Teachers (FTCT) and the Board of Regents for Higher Education (Board) agree to the following terms:

1. The FTCT and Board are parties to a collective bargaining agreement (CBA).
2. Said CBA states that dependent children and spouses of bargaining unit members will have tuition payments waived at colleges in the Community College System.
3. The parties agree that the term "dependent children" shall include children of bargaining unit members who have not yet reached the age of twenty-six (26) as of the date of registration for class(es).
4. Bargaining unit members may be required to present documentation to corroborate eligibility of their dependent child(ren).
5. The parties agree that bargaining unit members may be required to present documentation in support of a dependant spouse in order to qualify for the tuition waiver.
6. Bargaining unit members who were not granted a tuition waiver for those dependants that meet or met the aforementioned terms, shall be reimbursed from contract fund A-838.
7. Bargaining Agreement members must present supporting documentation for reimbursement within 60 days of the execution of this Agreement.
8. FTCT agrees to withdraw Grievance F-12-2014.


Board of Regents, Date


FTCT, AFT Local 1942, Date