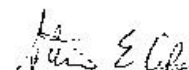


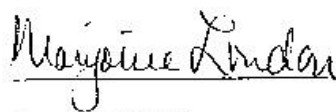
MEMORANDUM OF AGREEMENT

1. For the 2008-09 academic year: the Presidents and Chancellor would complete the process that was underway before the Chancellor suspended the process for that year. Awardees who would have received merit pay for the 2008-2009 academic year shall receive \$1,500.
2. 2009-10: An amount equal to a five-year average (03-04 through 07-08) of merit pay awarded to employees in each bargaining unit will be transferred from the promotion account to the professional development account in the respective contracts. Persons who in 2009-2010 requested professional development funds but were not fully reimbursed due to insufficient funds will be reimbursed first. The remaining funds will go into the general pool of professional development monies.
3. 2010-11 and 2011-12: If the Chancellor decides not to have a merit pay process in one or both of these academic years, the same process as #2 above will be used to determine the amount of funds allocated toward merit pay (using the same five-year average 03-08). For each of these two years of the contract, the funds will be placed in different existing accounts for different bargaining units by mutual agreement. Under the umbrella of professional development, monies could be applied TO fees required to obtain a license directly related to one's employment, AND TO books and materials that must be purchased in connection with outside courses, workshops, conferences, and programs that are directly related one's employment. This Agreement shall have no value as precedent.

 1/31/11
Federation


Congress


AFSCME

 1/31/11
Board of Trustees