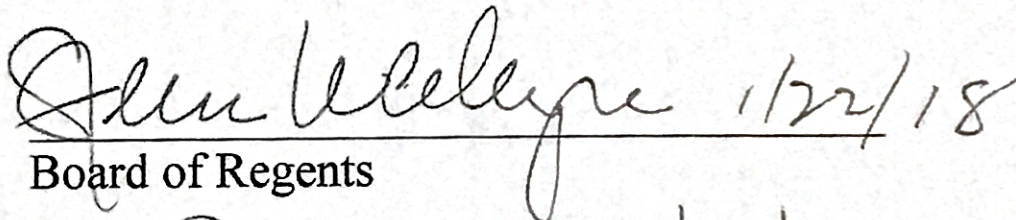


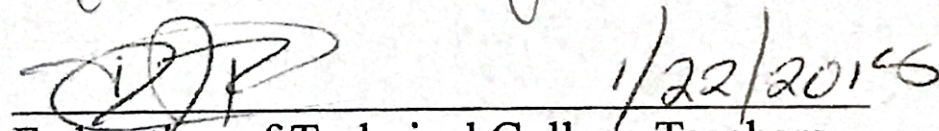
MEMORANDUM OF AGREEMENT

The Federation of Technical College Teachers (FTCT) and the Board of Regents (Board) are parties to a collective bargaining agreement which governs the working conditions of members of the FTCT and also recognizes the FTCT as the exclusive bargaining agent for its bargaining unit members.

The FTCT and Board agree to the following terms:

1. The use of grade distribution and pass/fail rates are not contractual criterion for purposes of promotion shall not be used as such.
2. Said use of grade distribution and pass/fail rates shall not be used or considered in any pending applications for promotion.
3. The Federation withdraws its grievance regarding this matter at Naugatuck Valley Community College.

 1/22/18
Board of Regents

 1/22/2018
Federation of Technical College Teachers,
Local 1942, AFT