

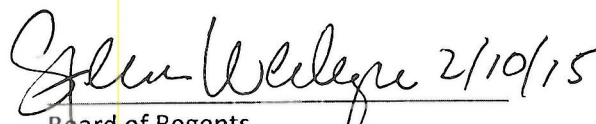
## MEMORANDUM OF AGREEMENT

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. Faculty are not required to be on campus on Fridays or any other time that is outside their teaching and contractual obligations.
2. Parties recognize the professional obligations of faculty as those that are bargained for in the current CBA.
3. The Director of Nursing may, when circumstances arise, require nursing faculty to attend meetings to address programmatic (clinical) needs on Fridays. When such meetings are necessary, faculty will receive notification of said meeting no later than 12pm the preceding Thursday.
4. When attending such meetings, the parties agree that they should not last more than 1.5 hours. The parties agree that the aforementioned meetings will not be subject to additional compensation. The parties further agree that faculty members will make every reasonable effort to attend these meetings. In the event a faculty member has a pre-existing commitment that prohibits her/his attendance at said meeting, there shall be no resulting encumbrance against accrued time (Personal Leave, sick leave, etc) or any adverse employment action taken against a faculty member who was unable to attend.
5. The BOR shall reimburse nursing faculty \$1500.00 for each semester that the faculty member was required to be on campus for each of the three semesters since the filing of the Federation's grievance. (8 Federation faculty x \$1500 x 3 semesters = \$36,000) One third (1/3) of the aggregate payment shall come from existing contract accounts (grievance equity).
6. The Federation agree to withdraw its grievance and the parties will cancel the upcoming arbitration.

  
2/10/2016  
Federation of Technical College Teachers

  
2/10/15  
Board of Regents