

**MEMORANDUM OF UNDERSTANDING
#2009-01**

RE: Christine Barker
Carol Cariglio-Wolfe
Michelle Denny
Judith Sturgill
Dorie Ford
Ellen Johnson

This agreement is made by and between:

The North Central State College Board of Trustees (hereafter, "College") and the North Central State Faculty Association-American Association of University Professors (hereafter, "NCSFA-AAUP") together collectively (hereafter, "Parties").

It is agreed that the retroactive pay adjustment provision set forth in Section 25.25 of the collective bargaining agreement will be effective back to the start of Summer quarter 2008 exclusively for Carol Cariglio-Wolfe and Michelle Denny due to the fall accrual structure of their contracts. The calculation of their retroactive pay will be based on their educational level attainment as of the start of Summer quarter 2008.

It is agreed that due to a misrepresentation of the '07-08 salary information contained within Appendix B, the following supersedes the information contained in Appendix B for Christine Barker:

'07-08 Salary Before Equity Step -	\$ 37,071.00
YR 1 Equity Step -	769.00
YR 1 Begin Salary -	37,840.00
YR 1 Final Salary -	39,090.00

It is agreed that due to a misrepresentation of the years of service information contained within Appendix B, the following supersedes the information contained in Appendix B for Judith Sturgill:

YR 1 Equity Step -	\$ 1,850.61
YR 1 Begin Salary -	45,043.61
YR 1 Final Salary -	46,395.00

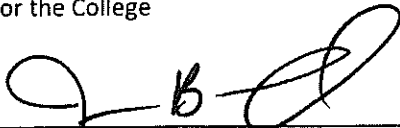
It is agreed that due to a misrepresentation of the degree information contained within Appendix B, the following supersedes the information contained in Appendix B for Dorie Ford and Ellen Johnson:

Degree -	MS
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Signed this 6th day of January, 2009 by the designated representatives of the Parties hereto in duplicated originals.

It is so agreed,

For the College

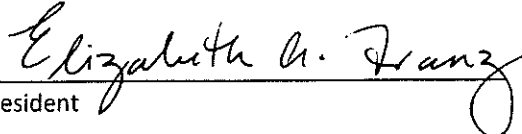


Vice President - Business Services




Director - Human Resources

For the NCSFA-AAUP



President



Grievance and Contract Administration Officer