

**Memorandum of Understanding
#2010-03**

RE: Use of Sick and Personal Time During Off-Quarter

This agreement is made by and between:

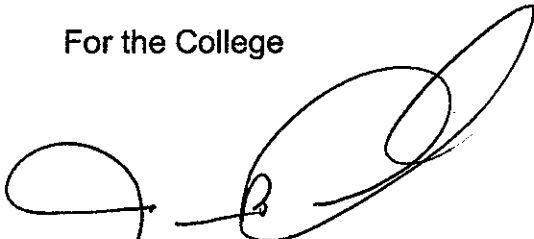
The North Central State College Board of Trustees (hereafter, "College") and the North Central State Faculty Association – American Association of University Professors (hereafter, "NCSFA-AAUP") together collectively (hereafter, "Parties").

It is agreed that faculty will be permitted to use accrued sick and personal time for overload coursework during their off-quarter if unable to teach during a scheduled class time per the stipulations outlined in Article XXII – Leaves, Section 22.10 (Sick Leave) and Section 22.03 (Personal Time).

Signed this 15th day of September, 2010 by the designated representatives of the Parties hereto in duplicated originals.

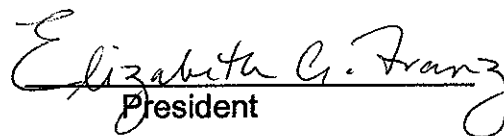
It is so agreed,

For the College



Vice President – Business &
Administrative Services

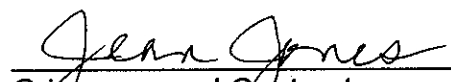
For the NCSFA-AAUP



President



Director – Human Resources



Grievance and Contract
Administration Officer