

## INTERIM AGREEMENT REGARDING 2012 RE-OPENER

WHEREAS, North Central State College (the “College”) and the Chapter of the North Central State Faculty Association-AAUP (the “Chapter”) (the College and the Chapter are sometimes hereinafter referred to as the “Parties”) have completed negotiations regarding the Parties’ 2012 re-opener in the Parties’ existing collective bargaining agreement (“Agreement”); and

WHEREAS, the Parties have reached agreement regarding the provisions of the Agreement which are subject to the re-opener;

NOW, THEREFORE, the Parties agree as follows:

1. The Parties agree that the following provisions of the contract will not be modified as a result of the 2012 re-opener:

a. Section 17.01—Health/Rx, Dental and Vision Insurance (no change from the current 87% employer/13% employee premium percentage levels, and no change to deductibles, co-payments or out-of-pocket maximum);

b. Section 25.20--Professional Growth for Educational Attainment (no change from current [10/26/11] levels);

c. Section 25.23--Overload Compensation (no increase or decrease for the upcoming year);

d. Section 25.24--Salary for New Faculty (no increase or decrease for the upcoming year);

e. Section 25.25--Cost of Living Adjustment (will not occur for the upcoming year);

f. Section 25.26--Retroactive Pay Adjustments (will not occur for the upcoming year);

and

g. Section 25.27--Equity Adjustment Calculation (will not occur for the upcoming year).

2. The Parties further agree that:

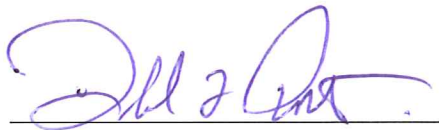
a. The College is committed to continue the review of faculty salaries to ascertain competitiveness in the workplace;

b. To demonstrate its commitment, the College agrees to continue working with faculty to develop a recovery plan that includes compensation and equity concerns per CBA sections 25.25 and 25.27; and

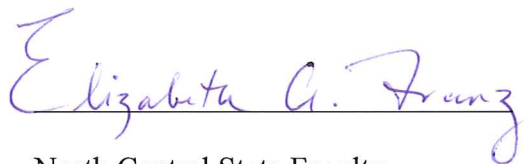
c. To reach that goal, the College agrees to meet at least once a month with representatives of the NCSFA-AAUP Negotiating Team, beginning in September 2012.

This Interim Agreement is subject to ratification of the Chapter's membership and approval by the College's Board of Trustees.

ACCEPTED AND AGREED TO:



North Central State College



North Central State Faculty  
Association-AAUP

Dated: 7/13/12

Dated: 13 July 2012