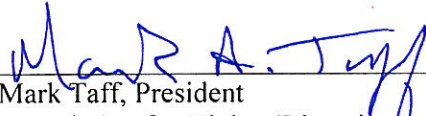


Memorandum of Understanding
2012-2014 CBA 004

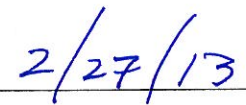
Columbia Basin College ("CBC" or the "College") and the CBC Association for Higher Education ("AHE" or the "Union") recognize the turnover savings calculation under Section 13.1.5.2 of the 2012-2014 Collective Bargaining Agreement as the difference between the salary of a retiring faculty member and the replacement incoming faculty member, which is calculated minus benefits, sick leave buyout, and other Legislative-allowable charges. For the 2012-2014 contract term, CBC and AHE mutually agree to include in the calculation the following:

1. Any turnover savings from tenured faculty who resigned during the applicable savings year, and
2. the one-time sick leave buy-out for retiring faculty will be added back into the savings calculation the following year.

Agreement to this language allows for greater recognition of savings over and above the calculation as stated in Section 13.1.5.2. Agreement to this language is not precedent setting and is only in effect for the 2012-2014 contract period (July 1, 2012 – June 30, 2014).



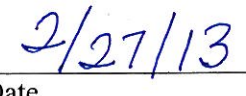
Mark Taff, President
Association for Higher Education



Date



Camilla Glatt, Vice President
Human Resources & Legal Affairs



Date