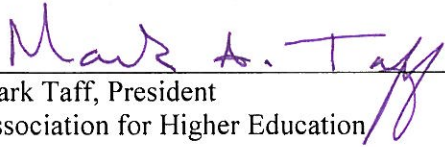


Memorandum of Understanding
2012-2014 CBA 001

Columbia Basin College ("CBC" or the "College") and the CBC Association for Higher Education ("AHE" or the "Union") acknowledges the requirement under RCW 28B.50.872 for periodic post tenure review of all full-time faculty consistent with the standards of the Northwest Commission on Colleges and Universities. CBC and AHE has agreed that a periodic post tenure review process is best researched and recommended by the College's Faculty Senate after collegial discussions on the topic with the faculty and deans. Once Faculty Senate has a recommendation for the process and any supporting draft documents, such as evaluation documents and/or process guide, CBC and AHE will reopen Article 9 – Evaluation of CBC/AHE 2012-2014 Collective Bargaining Agreement limited to bargaining the effects of any changes and any contract language proposed around the process.



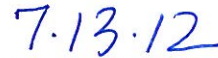
Mark Taff, President
Association for Higher Education



Date



Camilla Glatt, Vice President
Human Resources & Legal Affairs



Date