

**Northeast Community College Mediation
November 24, 2009
SETTLEMENT AGREEMENT**

THIS SETTLEMENT AGREEMENT (the "Agreement") dated this ____ day of November, 2009 is entered into by and between the Board of Governors for Northeast Community College Area ("Northeast") and the Faculty Association of Northeast Community College ("Faculty") (each party to this Agreement shall hereinafter be separately referred to as the "Party" and collectively, the "Parties"). The Parties hereby agree as follows:

1. 2009-2010 Contract Year:

- 6.43% Total compensation increase over 2008-2009.
- \$600 deductible – EHA Blue Cross/Blue Shield health insurance with conversion to \$600 deductible rate to occur on January 1, 2010, if possible (subject to IRS, EHA and bookkeeping requirements).
- Modification to the contribution limits for the Section 125 plan medical reimbursement account of each employee to permit employees to contribute the difference between the \$350 deductible and \$600 deductible.
- All other contract provisions previously agreed upon during negotiations process or existing in the 2008-2009 Negotiated Agreement.

2. 2010-2011 Contract Year:

- Agreed upon comparability array to be used each contract year, beginning with the 2010-2011 contract year of Southeast Community College, Mid-Plains Community College, Central Community College, and Western Community College.
- 3.96% Total compensation increase over 2009-2010; provided that on or before June 1, 2010 a comparability study will be completed for the array schools settled as of that date. If mid-point of total compensation compared to the 2009-2010 contract year is higher than 3.96%, the Parties will split the difference between 3.96% and the percent of increase produced by the comparability study.
- \$600 deductible – EHA Blue Cross/Blue Shield health insurance or equivalent level of coverage established by the EHA.
- Overload pay rate of \$620 per credit hour.
- Summer school pay rate of \$720 per credit hour.
- All other contract provisions previously agreed upon during negotiations process or existing in the 2008-2009 Negotiated Agreement.
- February 1 census for establishing staff in calculation of total compensation.

Agreement. This Agreement contains the agreement with regard to the above issues between the parties subject to ratification by the Association membership and the Board of Governors of NECC.

**Faculty Association of Northeast
Community College**

Dated this 24th day of November, 2009.

By: Eugene C Reed

**Board of Governors of Northeast
Community College Area**

Dated this 24th day of November, 2009.

By: [Signature]