

## **AGREEMENT**

THIS AGREEMENT entered into by and between WESTERN COMMUNITY COLLEGE AREA, BOARD OF GOVERNORS, hereinafter referred to as "BOARD"; and WESTERN EDUCATION ASSOCIATION, hereinafter referred to as "ASSOCIATION".

### **2009-2010 Contract Year**

The BOARD shall pay the full-time unit members as identified on "EXHIBIT A" an increase in total compensation per unit member as more particularly set forth on "EXHIBIT A", a copy of which is attached hereto and incorporated by reference.

1. **Overload and Summer School Pay.** Overload and summer school pay will be increased to \$775.00 per semester credit hour.
2. **Extra-Duty Pay.** Extra Duty pay shall be increased to \$25.00 per hour.

**ALL OTHER ITEMS PREVIOUSLY NEGOTIATED SHALL REMAIN IN FULL FORCE AND EFFECT UNLESS MODIFIED HEREIN.**

### **2010-2011 Contract Year**


The Board shall pay the full-time unit members as identified on "EXHIBIT B" an increase in total compensation per unit member as more particularly set forth in "EXHIBIT B", a copy of which is attached hereto and incorporated by reference.

1. **Health Insurance.** The premium for health insurance may change for the 2010-2011 contract year. Any savings in premium shall be allocated to each full-time unit member equally. "EXHIBIT B" sets forth the total compensation increase of 4.5% per unit member-if there is no adjustment in health insurance premium from the 2009-2010 Contract Year to the 2010-2011 Contract Year. If said health insurance coverage premium increased for the 2010-2011 Contract Year, then in that event such increase shall be allocated equally to each full time unit member and each full-time unit member's salary shall be adjusted accordingly.
2. **Right to Renegotiate.** It is understood by and between the parties that the Nebraska State Legislature may, as a result of fiscal concerns, modify state aid to Western Community College Area, which operates Western Nebraska Community College. In the event that the Legislature modifies the current level

of state aid to education, the Board reserves the right to reopen negotiations for the 2010-2011 Contract Year.

**ALL OTHER ITEMS PREVIOUSLY NEGOTIATED SHALL REMAIN IN FULL FORCE AND EFFECT UNLESS MODIFIED HEREIN.**

WESTERN COMMUNITY COLLEGE  
AREA BOARD OF GOVERNORS

By:   
JANE WISNIEWSKI, Its Chairman

Dated: 6-17-09

WESTERN EDUCATION ASSOCIATION

By:   
Wm. DAVID CAUBLE, Chief Negotiator

Dated: 6-16-09

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THIS AGREEMENT entered into by and between WESTERN COMMUNITY COLLEGE AREA, BOARD OF GOVERNORS, hereinafter referred to as "BOARD"; and WESTERN EDUCATION ASSOCIATION, hereinafter referred to as "ASSOCIATION".

### 2009-2010 Contract Year


The parties agree that the current year, 2009-2010, application deadlines for voluntary early retirement for said year only is hereby modified to read, "*Applications will commence to be received 8:00 a.m., on January 10<sup>th</sup> through May 18<sup>th</sup>, at 5:30 p.m.*" This amendment will lapse at the end of the 2009-2010 contract year.

### 2010-2011 Contract Year

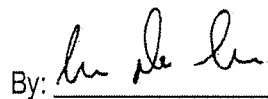
1. **Health Insurance.** The Board shall pay Blue Preferred \$350.00 costs (family with single dental, PPO/80% A&B with 50% C coverage).
2. **Salary.** The parties jointly agree that there will be no salary increase for the 2010-2011 Contract year.

**ALL OTHER ITEMS PREVIOUSLY NEGOTIATED SHALL REMAIN IN FULL FORCE AND EFFECT UNLESS MODIFIED HEREIN.**

WESTERN COMMUNITY COLLEGE  
AREA BOARD OF GOVERNORS

By:   
JANE WISNIEWSKI, Its Chairman

WESTERN EDUCATION ASSOCIATION

By:   
Wm. DAVID CAUBLE, Chief Negotiator

Dated: 05-19-2010

Dated: 5-17-10