

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".

2011-2012 Contract Year

Salary. 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 herein by reference. This increase in total compensation is calculated as a 3.50% total increase.

Over-load and Summer School Pay. Over-load and summer school pay will be increased to \$800.00 per semester credit hour.

Health Insurance. The premium for health insurance may change for the 2011-2012 contract year. Any savings in premium shall be allocated to each full-time unit member equally. Should health insurance coverage premiums increase for the 2011-2012 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.

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 2011-2012 Contract Year.

2012-2013 Contract Year

Salary. 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 on "EXHIBIT B", a copy of which is attached hereto and incorporated herein by reference. This increase in total compensation is calculated as a 3.80% total increase.

Over-load and Summer School Pay. Over-load and summer school pay will be increased to \$825.00 per semester credit hour.

Health Insurance. The premium for health insurance may change for the 2012-2013 contract year. Any savings in premium shall be allocated to each full-time unit member equally. Should health insurance coverage premiums increase for the 2012-2013 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.

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 2012-2013 Contract Year.

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

WESTERN COMMUNITY COLLEGE
AREA BOARD OF GOVERNORS

WESTERN EDUCATION ASSOCIATION

By: *Meryl L. Gramberg*
Dr. Meryl L. Gramberg, Chairman

By: *Wm. David Cauble*
Wm. David Cauble, Chief Negotiator

Dated: 5/18/11

Dated: 5-11-11