

LETTER OF AGREEMENT

This letter establishes an agreement between the College and the Faculty Association to establish a joint committee to develop a white paper that addresses the following issues subject to the Collective Bargaining Agreement:

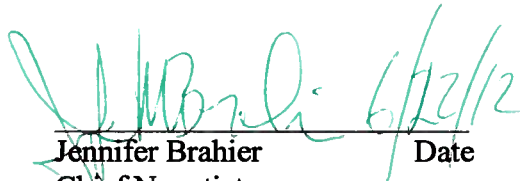
1. initial placement of faculty (salary and rank);
2. rate of pay for years of experience; and
3. educational incentive pay.

The committee shall consist of three members appointed by the President of the Faculty Association and three members appointed by the Vice President of Academic Affairs.

The committee shall schedule an organizational meeting not later than September 10, 2012, and shall meet as required to complete its work not later than December 15, 2012.

The white paper shall be used to open negotiations of the sections of the CBA explicitly addressed by the white paper. Either party may select to open the associated article in order to address sections not contained in the white paper.

This letter of agreement shall become effective upon receipt of all signatures and shall remain in force until December 15, 2012.

 6/26/12

Jennifer Brahier
Chief Negotiator,
Pensacola State College
Faculty Association

 6/26/12

Blaine Wall
President,
Pensacola State College
Faculty Association

 6/26/12

H. Edward Moore
Chairman, Board of Trustees
Pensacola State College

 6/26/12

C. Edward Meadows
President,
Pensacola State College