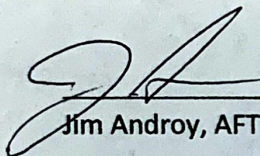



Memorandum of Understanding  
between  
Bates Faculty Union, Local 4184, AFT-Washington  
and the  
Board of Trustees of Bates Technical College.

Article 7.5 Salary Guides

The College and the Local 4184 Union agree to clarify the intent behind Article 7.5 Salaries to be paid to College employees will be indicated on Appendix A1 (214 Day) or Appendix A2 (225 day) Salary Schedules. The first four steps of Appendix A1 may only be used for hourly, adjunct and substitute faculty.

 05 JUN 2020  
Jim Androy, AFT Union President Date

  
4/28/2020  
Christina Nelson, Executive Director, HR Date