



CENTRAL WASHINGTON UNIVERSITY

March 28, 2007

Dear Daniel,

Both in the committee discussions and as part of negotiations regarding the Performance Adjustment Process, we have discussed the issue of developing a merit or performance adjustment process for non-tenure track faculty. During those discussions, you have communicated to us an interest in bringing such a compensation proposal forward during our upcoming reopener negotiations, and we have communicated to you a concern over the legal restrictions such a proposal may face because of Washington's prohibitions regarding the gift of public funds. To ensure that we are able to discuss substantively the issue of adopting a merit system for non-tenure track faculty during our summer negotiations without delays caused by the need to obtain legal counsel, we have agreed to meet at least once prior to June to discuss the legal parameters and any legal restrictions that would apply to such a system. Both parties have agreed, in advance of that meeting, to independently explore with legal counsel the gift of public funds doctrine so that our meeting can be productive.

Sincerely,

Michael Jennings
Associate Vice President for Faculty Affairs

Agreed.

Daniel CannCasciato
President, United Faculty of Central Washington University