

**LETTER OF UNDERSTANDING**

**Between**

**The Board of Governors**

**Grande Prairie Regional College**

**And**

**The Grande Prairie Regional College**

**Academic Staff Association**

**Re: Grid Placements for Academic Staff formerly at NAIT (Northwest Campuses)**

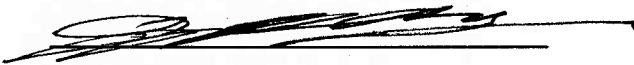
This is further to the 2009-2012 Academic Staff Association (ASA)/ Board of Governors (BOG) Collective Agreement and Letter of Understanding dated April 8, 2009 regarding Academic Staff at NAIT (Northwest Campuses).

1. "Employees" in this letter refers to Academic Staff, who transferred from NAIT to Grande Prairie Regional College (GPRC) effective July 1, 2009.
2. Effective August 15, 2010, Employees will be assigned a Level based on their academic credentials and pay step that is equal to their current salary. In no case will an Employee's salary be lower than his or her salary at time of transfer.
3. In applying Article 8 of the ASA/BOG Collective Agreement, and Clause 7 of the Letter of Understanding:
  - a. Employees with a Doctor of Veterinary Medicine (DVM) academic qualification will be placed at Level 2.
  - b. Employees with two or more official professional or trade designations which are relevant to the discipline in which instruction or equivalent service is given, will be placed at Level 4.
  - c. Employees with a Registered Animal Health Technologist (RAHT) professional designation will be placed at Level 5.

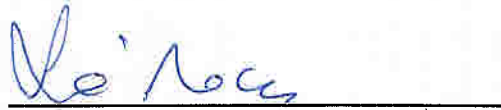
IN WITNESS WHEREOF, the parties through their authorized officers hereto have set their hands and seals on the day and year first noted below.

GRANDE PRAIRIE REGIONAL COLLEGE  
BOARD OF GOVERNORS

GRANDE PRAIRIE REGIONAL COLLEGE  
ACADEMIC STAFF ASSOCIATION



Michael O'Connor  
Chair



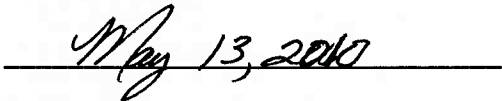
Laurie Nock  
President



Witness



Witness



Date