

SIDE LETTER TO THE 2012 -2016 ADJUNCT-FACULTY AGREEMENT
Employee Work Restrictions under 40 ILCS 5/15-139.5/ PA 97-0968 Return to Work
November 20, 2013

It is mutually understood and agreed to that, as of the date of this side letter, any unit eligible adjunct faculty member who retired under the State University Retirement System (SURS) on or prior to August 15, 2013, excluding those mentioned in paragraph 4 below, shall be designated a "Legacy" adjunct faculty member and shall be eligible to teach a maximum of one course per academic semester as long as the sum total of his/her academic year (September 1 through August 31) compensation does not exceed 35% of the individual's highest rate of SURS earnings prior to his/her retirement. In addition, the individual agrees that Harper College will be the "Legacy" adjunct faculty's sole SURS-Institution Member employer. A "Legacy" adjunct faculty member who is projected to exceed 35% of his/her highest rate of earnings prior to retirement shall be limited to a maximum of one course per academic year. All course assignments shall be consistent with Article 8.2, Assignments. This side-letter provides no guarantee of course assignment now or in the future.

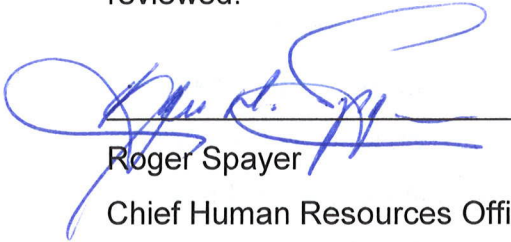
In addition, "Legacy" annuitants continuing their employment eligibility with Harper College will be required to annually certify that they are not employed nor will they seek employment with another SURS-Institution Member employer during their active employment eligibility with Harper College.

It is further understood and agreed to that any current or future adjunct faculty member who retired(s) under the State University Retirement System after August 15, 2013 shall not be eligible nor have any expectation of employment now or in the future with William Rainey Harper College.

Please note that under 40 ILCS 5/15-139.5/PA 97-0968 SURS Return-to-Work Act the following are exempted: 1) those retirees who have received a "lump sum" retirement distribution, or 2) those retirees who participate in the SURS Self-Managed Plan (SMP),

or 3) previously retired annuitants who have suspended their annuity distributions in order to return to active status within the State Universities Retirement System (SURS).

It is further understood by both parties that, should the SURS Return-to-Work Act be amended by the Illinois legislature in the future, the provisions of this side letter will be reviewed.



Roger Spayer
Chief Human Resources Officer

11/20/2013
Date



Dr. Charmian Tashjian
President of HCAFA

11/20/13
Date