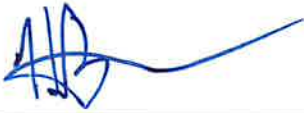


Memorandum of Understanding

The parties to this Memorandum of Understanding (MOU), Northern New Mexico College (College) and NFEE Full Time Faculty Union (Union), agree to the following, effective June 01, 2025:

Article 16.3.d of the Collective Bargaining Agreement (CBA), regarding attendance-taking, is placed into abeyance indefinitely. Once Student Services has a procedure in place to collect and utilize attendance data, the parties will meet to discuss reinstating this article.

Agreed:

A handwritten signature in blue ink, appearing to be 'HB' followed by a long horizontal stroke.

Hector Balderas, President, NNMC

Agreed:

A handwritten signature in blue ink, appearing to be 'Tim Crone'.

Tim Crone, NFEE President