

Memorandum of Understanding
Between
Grand Rapids Community College
And
Grand Rapids Community College Faculty Association

This Memorandum of Understanding ("MOU") is made by and between Grand Rapids Community College ("College") and the Grand Rapids Community College Faculty Association (collectively, "the Parties"), for the purpose of providing a new annual compensation schedule for 52-week Advisors employed by the College after the effective date of this MOU.

The Parties mutually agree as follows:

1. The Parties' contract contains an Appendix ("Appendix B") setting forth compensation schedules for numerous faculty roles covered by the contract. Numerous sub-appendices are included in Appendix B, including: Appendix B-3, relating to 52-week annual compensation for Classroom Faculty, Librarians, Counselors, Advisors, Job Training, and Training Solutions faculty members; and Appendix B-5, relating to annual and hourly compensation for Tutorial Coordinators.
2. During their most recent collective bargaining cycle, the Parties agreed upon a number of process commitments to be carried out during the life of the Parties' current contract, including a commitment to study compensation for Academic Advisors and to negotiate a salary schedule for advisors hired after July 1, 2023.
3. The Parties' process commitment further provided that current Academic Advisors would remain on their current compensation schedules (e.g., Appendices B-1, B-2, B-3).
4. Pursuant to the process commitment referenced above, the Parties agree that 52-week Academic Advisors hired after the effective date of this MOU¹ (including 52-week advisors employed within the College's Academic Advising and Transfer Center; Occupational Support Program; Disability Support Services Program; and TRIO Program) will be placed upon the contract's annual compensation schedule for 52-week employees set forth in Appendix B-5.
5. The Parties further agree that the new annual compensation schedule for 52-week Academic Advisors shall not apply to Program Director roles or part-time Academic Advisors.

¹ This MOU shall be effective as of the last date of signing by an authorized representative of either Party.

6. The Parties further agree that this MOU shall not cause compensation to be adjusted for any Academic Advisor who was employed by the College prior to the effective date of this MOU. However, any individual employed by the College in any capacity other than as a 52-week Academic Advisor, including Part-Time Advisors and Full-Time Temporary Advisors, will be placed on the 52-week annual compensation schedule set forth in Appendix B-5 if they obtain employment as a 52-week Academic Advisor after the effective date of this MOU.

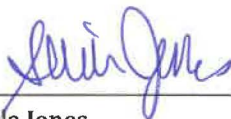
7. This MOU shall not alter or amend the contract in any way except as specified herein.



Frank Conner
President, Faculty Association

9.25.23

Date



Sheila Jones
Interim Provost

9/25/23

Date