Memo of Understanding

Between

Grand Rapids Community College (GRCC)

And

The Educational Support Professionals (ESP)

March, 2013

This MOU is made by mutual agreement for the purpose of clarifying the application of the GRCC Tuition Waiver Benefit. GRCC and ESP mutually agree to change the language in Article 14.7.4, effective immediately.

Article 14, Section 7 - Tuition Waiver for Grand Rapids Community College Tuition for Employee, Employee Spouse and Eligible Children

Existing Language:

4. Tuition waiver for each full-time employee, spouse and eligible child shall not exceed twelve (12) contact hours and related fees (regardless of residency) at Grand Rapids Community College per semester (Fall, Winter and Summer). Tuition waiver does not include books and the employee will be responsible for covering these costs.

Replace with

New Language:

4. Tuition waiver for each full-time employee, spouse and eligible child shall not exceed twelve (12) contact hours and related fees (regardless of residency) at Grand Rapids Community College per semester (Fall, Winter and Summer). The tuition waiver may be used for non-credit courses at GRCC if they lead to national certification. The waiver benefit will be equated to dollars based on a calculation of 12 contact hours at the resident rate, and related fees. The tuition waiver cannot be applied to non-credit courses taken for personal interest, CEU and employer specific training. The tuition waiver does not include books and the employee will be responsible for covering these costs.

ESP Association Representative

3/26/13

date

GRCC

3-26-13

date