Memo of Understanding
Between
Grand Rapids Community College (GRCC)
And
Grand Rapids Community College Faculty Association

July, 2013

This MOU applies to the Full-time Dental Department Faculty, and will be in effect beginning Fall Semester 2013, and ending Winter Semester 2015. During this period, clinical classes normally offered during the Summer Semester 2014 will be moved to the preceding and following fall and winter semesters to accommodate the lack of access to the clinic in summer 2014. This will impact load distribution as the summer clinical courses will be held in fall and winter semesters creating heavier class loads during these semesters: Fall 2013, Winter 2014, Fall 2014, and Winter 2015.

Article 6.B.1.b Workload states that if either a faculty member or the administration requests a deviation from this schedule, the faculty member and the administrator must mutually agree to the revised work schedule. GRCC and the Faculty Association mutually agree to the following clarifications and modifications:

- Art 6.B.1.b states "Classroom faculty members with 40-week contracts - thirty seven (37) contact hours comprised of fifteen contact hours per academic year semester and seven contact hours in the first summer session or its equivalent".

All full time dental faculty members, currently assigned to 40 week contracts, will have their 37 hour normal workload distributed throughout the entire year instead of 15 contact hours during fall and winter, and 7 in the summer.

- Art 6.G.9 states “During the academic year, a faculty member may select up to twelve (12) hours of overload per semester. To avoid the splitting of classes, a faculty member may exceed this limit by no more than one contact hour. Classes will be split between faculty members only with the approval of the appropriate dean.”

All Full Time Dental faculty members, currently assigned to 40 week contracts, will be allowed to exceed the overload cap of 12 contact hours during fall and winter semesters from fall 2013, winter 2014, fall 2014, and winter 2015.

- Starting in Fall Semester 2013 and again in Fall Semester 2014, full time dental faculty will select overload for the entire academic year prior to the start of the academic year. This is in contradiction to the Timing of Overload MOU which states specific dates for selection of overload done prior to each semester. Due to the rearrangement of classes, the distribution needs to be determined in advance to allow for ensured coverage during this period. Other than the selection date(s), the other provisions of the Timing of Overload MOU remain effective.
GRCC and the GRCC Faculty Association Agree as follows to resolve grievance # 197:

1. GRCC agrees to pay the estate of Mary Barnum, the remaining amount of the death benefit in article 7.P.3 of the faculty contract.

2. The parties agree that the benefit listed in 7.P.3 will be a fully insured life insurance benefit equal to one and one half of each qualified faculty member’s salary.

F. van Hertesmeijer
GRCC Faculty Association

[Signature]
Grand Rapids Community College

16 January 2013
Date

[Signature]
[Date]
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- Despite the revised workload, Faculty members will continue to have their salary and benefits for their normal workload paid as in a typical calendar year. Contact hours which exceed their revised normal workload will be paid during the semester worked.

- The Normal Workload for any fall or winter semester will not be less than 15 contact hours.

Fred van Hartesveldt  
President, Faculty Association  
16 July 2013  
date

Deborah Sanders  
GRCC  
7/16/13  
date