
AGREEMENT

between the

SOUTHWEST MICHIGAN EDUCATION ASSOCIATION

and the

GLEN OAKS COMMUNITY COLLEGE BOARD OF TRUSTEES

2024-2027

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ARTICLE I
Recognition

- A.
1. This Agreement, effective the 1st day of September, 2024 is entered into between the Board of Trustees of Glen Oaks Community College, hereinafter "Board" and the Southwestern Michigan Education Association, hereinafter the "SMEA", and its respective affiliate, the Glen Oaks Community College Faculty Senate, hereinafter "Faculty Senate", affiliated with the Michigan Education Association, MEA, and the National Education Association, NEA.
 2. The Board recognizes the SMEA as the sole and exclusive bargaining agent for all full-time teaching faculty.
 3. All members of the bargaining unit who are on continuing contract shall hereinafter be referred to as "professors" unless otherwise specifically noted.
 4. All members of the bargaining unit not on continuing contract hereinafter referred to as "instructors" shall have the same rights as professors except in regard to contract language dealing with probationary status.
- B. The Senate agrees to maintain its eligibility to represent all professors by continuing to admit persons to membership without discrimination if they qualify under the definition described in Article I, Section A.
- C. Membership in the Glen Oaks Faculty Senate is not compulsory and no professor(s)/instructors shall be required to join the Senate.
- D. This Agreement shall supersede any existing rules, regulations, or practices of the Board or administration, which shall be contrary to or inconsistent with its terms. Neither the Board nor the Faculty Senate shall make changes in this Agreement except after good faith negotiation and agreement between the Board and Senate.
- E. In the administration of this agreement, neither the Employer nor the Union shall discriminate against any employee because of that employee's race, color, sex, religion, national origin, age, disability, sexual orientation or any other protected class or union membership.

In an effort to maintain a workplace free from illegal discrimination, all employees are encouraged by the College and Union to report any incidents they believe may be in violation of this provision.

If an employee claiming a violation of this article elects to proceed to an administrative agency or to court during the pendency of the grievance or at any time prior to the issuance of the written opinion and award of an arbitrator, the grievance will be considered to have been withdrawn, except as it relates to unfair labor practice charges filed with the Michigan Employment Relations Commission.

ARTICLE II
Board of Trustees Relationship, Board Rights and Deductions

- A. The Board shall make available to the Senate, upon its reasonable request, and within three (3) weeks thereafter, such non confidential statistics and financial information, related to Glen Oaks Community College and in possession of the Board, as are necessary for negotiation of collective bargaining agreements.

It is understood that this shall not be construed to require the Board to compile information and statistics in the form requested that are not already compiled in that form unless mutually agreeable. The Senate may be asked by the Board to reimburse the expense incurred if the compilation or production of these materials requires an inordinate amount of personnel time or expense.

- B. The faculty Senate, upon request, shall be furnished with an electronic copy of the Agenda of each public meeting of the Board with all the normal non confidential attachments at the same time it is distributed to the Board members.
- C. The faculty Senate, upon request, shall be furnished with an electronic copy of the approved minutes of each public meeting of the Board at the same time regular distribution is made.
- D. Items requested by any professor(s)/instructor(s) represented by the Faculty Senate will be entitled to appear before the Board. Said professors/instructors may discuss, if they so choose, the agenda items with the Board. In particular, the Senate shall be given the opportunity to advise the Board with respect to any major revision of educational policy and construction of programs, when pertinent to the quality of instruction, prior to their adoption and/or general publication. Acceptance for discussion of items requested by professors/instructors and appearance before the Board will be in accordance with the following procedures:
1. Prior to the item's adoption on the Board agenda, the professor(s)/instructor(s) will discuss the issue with the appropriate administrator(s).
 2. The professor(s)/instructor(s) will document in writing summaries of discussions with appropriate administrator(s) which show the College President that a concerted effort has been made to resolve differences before the item is accepted for the Board agenda. Once the College President receives documentation, items presented by the professor(s)/instructor(s) shall be accepted for the Board agenda provided written notification is submitted to the College President by noon on Wednesday the week preceding a regularly scheduled meeting.
 3. It is understood that items requested by the professor(s)/instructor(s) and ensuing discussion with the Board in no way obligates the Board, or abridges its rights, in final decisions affecting revisions of educational policy and/or construction of programs. The role of the Senate is limited to advisement. However, it is understood the failure to grant the professor(s)/instructor(s) hearing for presentment of considered opinion in these matters is a violation of this Agreement, recourse for which is described by and limited to the Grievance Procedure (Article XI).

4. Appearance before the Board by professor(s)/instructor(s) represented by the Faculty Senate is not to be construed as representation of recommendations on educational policy and/or construction of programs determined jointly by the several agents constituting the College Forum.

Likewise, procedures outlined in this section of the Agreement (except as qualified in Article II, Section D-3) preclude appearance before the Board on items of wages, hours, or working conditions inasmuch as such items appear before the Board only in conjunction with the provisions and procedures outlined in Article XI.

- E. The Senate will be permitted to make use of school facilities and equipment at reasonable times, when such equipment is not otherwise in use. Equipment shall not be removed from the premises without agreement of the administrator responsible for such equipment.
- F. The Faculty bulletin boards and other media of teacher communication for official college business may be used by the Faculty Senate, provided that all Senate materials are clearly identified as such and the Senate assumes all responsibility for such materials.
- G. The Board of Trustees of the College on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself, all rights, power, authorities, duties, and responsibilities conferred upon Michigan and the statutes and the Constitution of the United States of America. These rights and responsibilities within the context and stipulations of this Agreement shall include items such as the following:
 1. The executive management and regulation of the district and its properties, facilities, programs, and employees which include:
 - a. Establishment and maintenance of educational policy.
 - b. Construction or acquisition and maintenance of buildings and equipment.
 - c. Final decision on establishing or eliminating individual courses and programs of instruction including special programs.
 - d. Maintenance of college buildings, equipment, and instructional equipment in good repair and furnishing materials, equipment, and non-teaching services for conducting the college properly.
 2. The hiring, retaining, paying, promoting, and dismissing of the employees represented by the Faculty Senate. The exercise of these rights, powers, authorities, duties, and responsibilities by the district and the adoption of such rules, regulations, and policies as it may deem necessary shall be consistent with such statutory and constitutional provisions, and the Board or administrative agent shall be free to exercise all such rights and authority to the extent permitted by law, provided, however, that no actions shall violate any of the express terms of this Agreement.
 3. The Employer agrees to consult with the Union regarding streaming issues.
- H. In matters related directly to instruction which affect the ongoing education programs of the college, professors/instructors shall have an opportunity to advise the appropriate administrator(s) on the following items:

1. Course scheduling.
2. Course evaluation procedure.
3. Course addition, deletion, and revision.
4. Materials and supplies requirements.
5. Equipment requirements.
6. Maintenance and repair of instructional equipment.
7. Travel and requests to attend conferences appropriate to subject matter taught and membership in recognized professional organizations which enhance the image and purpose of the College.
8. Establishment of Mid Term Grades.

The Chief Academic Officer shall have the final authority on all such issues except as expressly provided for in this Agreement.

- I. The Board agrees to make ten monthly regular deductions (September through June) from the salary of any professor/instructor who shall furnish proper authorization by signature for the payment of the annual assessment by the Glen Oaks Faculty Senate and to forward promptly such monies to the Treasurer of the Glen Oaks Faculty Senate.
- J. In addition to required Federal and State of Michigan deductions from payroll, the Board agrees to make regular payroll deductions from the regular salary checks of any professor/instructor who provides written authorization for the following:
 1. Federal Reserve-insured banks, savings and loans, or credit union institutions who are willing to participate in a payroll deduction plan. Employees represented by the Faculty Senate may select any one of the participating banks or savings and loan institutions.
 2. Any United Way campaign or other fundraising opportunities offered by the college.
 3. Foundation Deductions
 4. Appropriately licensed investment firms at the discretion of the Controller.
- K. It is contemplated that terms and conditions of employment provided in this Agreement in writing shall remain in effect until the expiration of this Agreement unless altered by mutual agreement in writing between the parties. If it is agreed mutually by the Faculty Senate and the Board of Trustees or its administrative agent that matters of vital mutual concern should be discussed on behalf of public interest, then the parties to this Agreement will accordingly undertake to cooperate in arranging meetings, selecting representatives for discussing, furnishing necessary information, and otherwise constructively considering and resolving any such matters. However, this agreement is intended to be a complete agreement in that during the negotiations leading to this agreement, each

party had the unlimited right and opportunity to make proposals with respect to any subject or matter not removed by law.

ARTICLE III **Conditions of Employment**

The Employer shall have the right to establish such standards of professional conduct and rules and regulations which are not in conflict with this agreement including, but not limited to reasonable work rules, attendance policies and drug and alcohol policies.

- A. Each professor/instructor who shall be offered a letter of appointment for a position at Glen Oaks Community College shall be provided access to this Agreement. The letter of appointment shall state the title of the position. Additionally, the professor/instructor will be provided contact information, phone numbers and campus addresses for the members of the Executive Committee of the Faculty Senate as provided by the Faculty Senate.
- B. When a professor/instructor speaks or writes as a citizen outside of the classroom, he or she shall be free from administrative and institutional censorship and discipline. The professor/instructor bears the responsibility for and shall clarify the fact that he or she speaks or writes as an individual and not on behalf of the college. However, faculty shall make a reasonable effort to promote the college during their regularly scheduled responsibilities.
- C. The freedom to explore and to discuss ideas and issues either accepted or controversial is the right of each professor/instructor at Glen Oaks. The criteria for such freedom is that of seeking improved knowledge and understanding of ideas and issues so that all participants in such discussions may judge the presented material with maturity and competence. In keeping with the stated goals of the college, accepted or controversial ideas and issues may be explored with the following guidelines in mind:
 - 1. Using method of critical thinking for problem solving and for discriminating among values.
 - 2. Showing a clear connection with the purposes and objectives of the course.
 - 3. Presenting available materials on all sides of an issue or idea.
 - 4. Avoid the use of unnecessarily provocative material that has little or no educational value
- D. Professors/Instructors shall be entitled to those full rights of citizenship stated in the Constitution of the United States and its ratified amendments. Ordinarily, the private life of any professor/instructor is not within the appropriate concern or attention of the Board unless it becomes detrimental to his or her effectiveness as a professor or is detrimental to the standing of the college in the community. If such detrimental behavior should occur, a professor/instructor may be subject to disciplinary procedures stated in the Agreement and specific Board policies as long as such procedures and policies neither violate nor abridge constitutional rights.

Furthermore, no religious, political, or community activities or lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of any professor/instructor. However, professors/instructors shall not conduct religious or political proselytizing on the Glen Oaks campus or other places where Glen Oaks professors/instructors are assigned to carry out the ongoing programs and curricula of the College.

ARTICLE IV
Teaching Facilities

It is recognized that the availability of optimum college facilities for both students and faculty is desirable to ensure the high quality of instruction and other services which are the goal of both faculty and the Board. It is also acknowledged that the primary responsibility of the professor/instructor is to teach, and that the organization of the college and the college day, as well as the college facilities, should be directed toward ensuring that the energy of the professor/instructor is primarily directed to this end.

- A. The Board shall provide each professor/instructor with ample office space and equipment which is necessary to carry out instructional preparation, professional proficiency, and student consultation, subject to budget limitations. The objective is the one-professor/instructor office.
- B. The Board shall provide at no charge a year-round, well-maintained and lighted parking lot, which the faculty may use. Parking privileges of the faculty will be the same as members of the administration. The north parking lot, adjacent to the F-wing, will be designated as faculty and staff parking only with the exception that up to three handicapped parking spaces may be designated for use by any employee with a handicap permit.
- C. The Board shall provide a lounge for the use of the employees and their guests.
- D. Professional secretarial service shall be made available to the faculty. Faculty shall submit written service requests at least two-business days in advance.
- E. Classrooms shall be well-equipped, well-lighted, and shall not be assigned without regard to sufficient space allotment. In certain lab situations (science and technology), the minimum requirements for student safety should be followed when determining the number of students for any allocated room space.

ARTICLE V
Teaching Loads and Assignments

Each instructional area, in consultation with the immediate administrative supervisors, shall, to the extent practical, determine equitable instructional assignments including class sizes, teaching loads and number of preparations for that area within the guidelines provided below. Consideration will be given to the type of instruction, to the nature of the content, and to other non-instructional duties.

A.

1. A contact hour shall be defined as a 55 minute class session per week per 15 week semester. In order to maintain full semester status, the administration may change the definition of a contact hour to meet the minimum requirements of state laws and regulations.

However, the Parties agree that there will be exceptions to this definition and classes may be longer/shorter than 55 minutes and longer/shorter than 15 weeks and may follow a schedule different from the college (for example, but not limited to Dual Enrollment. As these courses are typically taught by non-bargaining unit personnel. In such event these courses are taught by bargaining unit personnel, the affected staff shall be notified. If taught by bargaining unit personnel, the college will make every effort to honor the 825 minute contact time.

2. The standard teaching load for the calendar year shall be:
 - a. A maximum of 30 contact hours. This requirement will be satisfied during Fall and Winter semesters by teaching at least 15 contact hours of load each semester. If requested by the faculty member or the College, this requirement may be satisfied by teaching any combination of contact hours during the Fall, Winter and/or Spring/Summer calendar sessions as mutually agreed upon by the professor/instructor and the Administration, Chief Academic Officer

Load shall be thirty (30) hours over the academic year beginning in Fall Semester of each year (overload is more than 30). Overload shall be paid at 125% of the part-time faculty rate, and full-time faculty shall have the timely (within 7 calendar days) right of first refusal for overload work, not to exceed twenty-one (21) hours of overload. The 125% is based upon the current part-time faculty rate for the current contract year. Online sections shall be capped at 25 students unless otherwise stipulated by the College approved Course Development Master (CDM), except by mutual agreement of the CAO and the faculty member.

In the event a faculty member teaches more than seventeen (17) total contact hours in the Fall semester (including the 15 contact hours of base load for the Fall), overload payment shall be made for any hours in excess of seventeen (17) total contact hours during the Fall semester. Accordingly, the first two (2) hours of Fall overload (16th and 17th contact hour) shall be deferred until the Winter semester.

However, in the event that the faculty member who received Fall overload compensation is no longer employed after the Fall semester or has a reduction in

load after the Fall semester, such that the faculty member has less than 30 contact hours of base load for the year, the overload from the Fall semester shall be retroactively credited as base load, and any overpayment from the Fall semester shall be offset during the subsequent semester or otherwise to the extent permitted by law.

Faculty may also elect to defer additional Fall overload hours beyond the first two hours of deferred Fall overload, for example, if the faculty member's Winter semester is anticipated to have underload (less than 15 contact hours available for load in Winter); such deferral must be communicated in writing upon initial confirmation of Fall teaching assignments.

- b. The final determination of all scheduling issues will be the responsibility of the Chief Academic Officer.

B. Calendar stipulations

1. General identification of the three 15 week semesters:
 - a. On or about September 1 to mid-December (end before Christmas).
 - b. After January 1 to on or about May 1.
 - c. On or about May 1 to mid-August.
2. Courses may be blocked, may be started/ended at any time during a semester, provided that the total contact time is covered.

However, the parties agree that there will be exceptions to this definition and classes may be longer/shorter than 55 minutes and longer/shorter than 15 weeks (for example, but not limited to dual enrollment. As these courses are typically taught by non-bargaining unit personnel, in such event these courses are taught by bargaining unit personnel, the affected staff shall be notified. If taught by bargaining unit personnel, the college will make every effort to honor the 825 minute contact time.

C. Teaching Schedules:

1. Class Schedule Development

Proposed class schedules and teaching assignments shall be developed cooperatively by the faculty members of an academic area with the Chief Academic Officer or designee. All for-credit course schedules shall be reviewed by the Chief Academic Officer before being finalized. The primary goal of schedule development shall be a schedule that best meets the needs of the College's students.

Any modification to the proposed schedule may be made by the Chief Academic Officer or designee only after notification to the faculty member(s) directly affected by the modification. Faculty members directly affected are only those who would have their teaching assignments changed by the modification. Schedule changes shall not be made arbitrarily or capriciously.

Scheduling of faculty teaching assignments to disciplines/program areas shall, to the extent practical, be determined in the following order:

Discipline/program is defined as the area the staff member was originally hired for, assigned to, or moved into upon a full-time opening in the discipline/program.

Being assigned to a program generally is based upon a request from the Employer to the instructor to become eligible to teach in another or related field. Instructors may also request such an assignment which may or may not be granted in the sole discretion of the Employer. In any event, the Employer maintains its right of assignment.

- a. Each faculty member will choose enough course sections to reach 15-16 contact hours of load for the Fall and/or Winter semester. Selection will be made in order of faculty seniority within their discipline/program area based on original date of hire within program/department. Load may include one (1) online course per semester when made available by, and as scheduled by, the Employer.
 - i. It is the intent of the Bargaining Unit to recognize seniority in two ways.
 - ii. If a faculty member is hired/appointed into a new program/department from their program/department of original hire, the faculty member maintains seniority rights in regards to longevity of service with the college and with compensation. Seniority for the purpose of class selection within the new department/program will reset to the date of new hire/new appointment.
 - iii. If a faculty member is asked by the college to explore another academic program/discipline for the betterment of the institution and there is mutual agreement between both the college and the faculty member to explore such an opportunity, the faculty member will maintain their level of seniority within the program/discipline they are switching from for 4 years.
- b. In the event the instructor is the sole full-time instructor/professor, he/she shall choose those courses first as part of his/her load.
- c. Overload courses shall be distributed in a fashion so as to not conflict with the initial load distribution. Full-time faculty members shall be given the right of first refusal for overload course selection within their assigned program or teaching discipline area based on original date of hire within program/department.
- d. Staff who have developed a new course shall be entitled to teach the course for the first semester the course is offered.
- e. Selection of classes shall be completed from the semester schedule by the final draft due date established by the Chief Academic Officer. In the event that sections are added or dropped from the semester schedule due to registration patterns, the original selection process will not be utilized. However, the College will modify the assignments of overload work in an effort to make certain full-time faculty meet load requirements.

Teaching Assignment Modifications

Proposed teaching assignments for each full-time faculty member shall be reviewed by the Chief Academic Officer or designee after submission with the proposed semester class schedule.

Any modification to the proposed teaching assignment may be made by the Chief Academic Officer only after notification to the faculty member(s) directly affected by the modification. It is expressly understood that overload courses may be removed from a teaching assignment at the discretion of the Chief Academic Officer.

It is agreed that teaching assignments or modifications to teaching assignments will not be used to facilitate layoffs nor will they be made arbitrarily or capriciously.

2. English Composition shall be equated at 1.25 per contact hour. Business Communications shall be equated at 1.15 per contact hour.

3. All contact hours which exceed semester hours (i.e., laboratory classes in which the laboratory class time is in addition to, or in excess of, the semester credit hours) shall be fully equated at 1:1. Laboratory classes shall include those for the following courses:

Nursing theory and lab

Nursing clinical

Science

Career

Technical

Office occupations

Physical education except fitness/wellness.

All professors/instructors teaching courses in the following environments shall be compensated at a ratio of 0.8:1.

Fitness/wellness

Math lab

4. Annual contract faculty employed and/or scheduled for over twenty-nine (29) contact hours per year shall be issued full-time contracts. Scheduling errors which result in assigning a part-time faculty to hours in excess of the prescribed limit and corrected by the second full week of the effected term shall not result in issuance of a full-time contract. The College also agrees to limit the number of annual contract faculty to forty percent (40%) of full-time faculty members employed by the College, if qualified faculty members can be reasonably located and hired.

5. Low (Overload) Attendance Courses:

In the event a course has at least 4 students but fewer than 10 students (and the College decides to run the class) the payment for the course shall be 90% of tuition. Full time faculty shall be offered the opportunity first, then offered to non-full time faculty.

6. Any course to be taught by a full-time faculty member that has an enrollment of 12 or more students shall not be cancelled.

D. Night teaching and weekend assignments shall not be the exclusive prerogative of part-time faculty.

- E. Each professor/instructor participating in a team-teaching assignment will have his or her teaching load computed on any basis mutually agreed upon by the Chief Academic Officer and the professors/instructors involved as long as the aggregate load does not exceed the contact hours of the course.
- F. In regard to possible increased size of science classes: thirty-four (34) students could be placed in a lecture section, but the labs would be split into two (2) equal sized sections. This is intended to allow greater flexibility so that additional students may take a laboratory science class. It is intended and understood that this one lecture/two lab arrangement is not to be used to reduce contact hour loads for any professor/instructor.
- G.
 - 1. Faculty shall attend all monthly faculty forums, meetings, standing committee meetings, graduation, two departmental or area meetings per semester and not more than three in-service meetings per year including convocation. Meeting time, place, and agenda shall be distributed to faculty one week prior to the meeting date except in exigent circumstances in which case, as much notice as reasonably practical shall be given.
 - 2. Bona-fide attendance exceptions will include class conflicts, conference trips, and other reasons for being off campus as agreed to by the Chief Academic Officer in advance of the meeting and emergencies. The Employer may require proof of said conflicts.
 - 3. No committee shall be required to meet more than twice a month unless a 2/3 majority vote of committee members so requests.
 - 4. The above meeting language shall only apply during the fall and winter semesters.

ARTICLE VI
Workload of Full-Time Faculty

A. Faculty workload, shall consist of:

- 1. Instructional workload, which includes:
 - a. teaching in both traditional and/or non-traditional learning modes;
 - b. instructional preparation;
 - c. assessment of student performance
- 2. Non-instructional workload shall consist of:
 - a. office hours,
 - b. college service, such as:
 - i. serving on governance, ad hoc or standing committees or task forces;
 - ii. preparing grant proposals;
 - iii. serving as advisor to student activities;
 - iv. participating in college, department or other related college meetings and/or activities;

- v. participation in the improvement and development of academic programs and resources, including recruitment;
- c. college recognized community service, provided that such service is not compensated by an outside funding source, such as:
 - i. volunteer work;
 - ii. advisory board membership
 - iii. participation in non-profit enterprises;
- d. professional development activities, which include:
 - i. related graduate study;
 - ii. related in-service training;
 - iii. research and other College recognized contributions to a faculty member's area of competence;
 - iv. participation in College recognized professional associations, including teachers' organizations.

B. Instructional Workload

1. The standard faculty instructional workload shall be thirty (30) hours over the academic year beginning in Fall Semester of each year. With no more than three (3) preparations per semester and no more than five (5) preparations per year for “load” and as many additional preparations for overload as determined necessary by the college. For the purpose of this article, a preparation will consist of each independent, non-stacked, non-duplicated course offering and all its pertinent parts (laboratory, clinical, etc.)
2. If the situation arises where course cancellations bring an instructor/professor below 30 credits, other duties can be assigned in order to maintain full time employment load. Such duties will be preferably of a teaching nature but could include non-instructional duties
3. Giving full-time instructors and professors a full teaching load will be given priority over assignments to annual faculty or part-time instructors. Staffing will follow the guidelines presented in Article V.
4. If a faculty member agrees to an increase in the number of course preparations beyond, three (3) per semester or five (5) per year, the Chief Academic Officer of the College or the Chief Academic Officer’s designee and the faculty member shall mutually agree as to the corresponding decrease in office hours, college service, or an additional stipend to be used for compensation.
5. The Chief Academic Officer of the College or the Chief Academic Officer’s designee may upon mutual agreement assign a faculty member non-instructional activities such as course, program or curriculum development, professional development activities or administrative duties; provided that the faculty member is qualified to perform such activities in lieu of a proportional number of instructional units. It is understood that the usual place of work for professors/instructors is on the campus or other approved educational facilities.

C. Non-Instructional Workload

1. **Office Hours:** During the academic year, faculty members shall maintain at least five (5) posted office hours per week on at least two (2) days of the week. It is understood that such scheduling will not include open lab assignments or committee assignments. Each faculty member shall provide such hours on campus (or off campus at an instructional site, if approved) to assist students in the students' courses.

Faculty members shall schedule office hours in appropriate locations and using modalities and times that provide accessibility to their students. Faculty may schedule up to three (3) of their five (5) office hours as virtual and host the office hours from a remote (off-campus) location, with the remaining non-virtual office hours scheduled on at least one (1) other day of the week, excluding Saturday and Sunday unless courses are taught these days. Non-virtual office hours may be in the instructor's office, the Learning Commons, Lab spaces, or other supplemental instructional spaces such as classrooms, clinical sites, or off campus teaching locations where faculty are assigned to teach.

Office hours and their modality will be designated on the course syllabi, the Learning Management System, and outside of the professor/instructor's office.

The scheduling, content and location of the weekly office hours may be changed, modified, discontinued and/or altered by the Chief Academic Officer (or his/her designee) on an individual or collective basis in the event that there are performance issues, compelling academic considerations and/or other legitimate business/operational considerations. However, such action shall not be taken on an arbitrary or capricious basis.

Office hours shall be scheduled in accordance with the following procedure:

- a. A faculty member shall submit an office hours schedule to the Chief Academic Officer of the College or the Chief Academic Officer's designee during the first week of each academic semester.
 - b. The Chief Academic Officer of the College or the Chief Academic Officer's designee shall either approve or disapprove the schedule. In the event the Chief Academic Officer of the College or the Chief Academic Officer's designee shall disapprove the schedule, the faculty member shall be given an opportunity to review and discuss their respective positions to come to a mutually acceptable schedule with the Chief Academic Officer of the College or the Chief Academic Officer's designee.
 - c. Such schedule shall be posted by faculty members by the end of the second (2nd) week of classes.
2. **College Service:** In addition to posted office hours, a faculty member shall, with advance notice, be on campus and available on any day during the academic year during regular times as required by the Chief Academic Officer of the College or the Chief Academic Officer's designee to participate in scheduled activities consistent with the present article.
 3. **Community Service:** In an effort to promote community service, a faculty member will communicate the particulars of such activities to the Chief Academic Officer of the

College so that the information may be included in the annual Chief Academic Officer's report.

4. Professional Development: Each full-time faculty member shall attend a minimum of 12 hours of professional development activities in any three-year period. Suitable activities include but are not limited to conferences, workshops and coursework, which support the instructional efforts of the faculty member. The Board agrees to provide a minimum of \$1000 per faculty member over each three (3) year period of time starting with date of hire to pay for expenses incurred in fulfilling this requirement. Eligible expenses include but are not limited to registration fees, tuition and materials required for the activity. Travel, lodging and Board approved per-diem expenses will also be eligible.

When a faculty member has identified a professional development activity he/she will submit a Professional Development Activity Request form (found in Appendix H) to the Chief Academic Officer of the College. The Chief Academic Officer of the College will then convene the Faculty Professional Development Committee to be composed of the following: Chief Academic Officer of the College, the Associate Dean of Instruction, one full-time faculty from each academic area for a total of 5 faculty members and one additional administrator selected by the Chief Academic Officer. The Committee is empowered to act provided at least 4 members including the Chief Academic Officer of the College are present. The Committee shall give either an approval of the activity request or a denial of the request with the reason for the denial furnished to the applicant in writing. The applicant is welcome to revise and resubmit the activity request if he/she so desires, however the decision of the Committee is not subject to the grievance procedure.

All full-time faculty are eligible to serve on the Faculty Professional Development Committee. Participation on the Committee is voluntary. Any Committee member who submits an Activity Request will be expected to remove themselves from the meeting while their own request is being considered.

The responsibility for record keeping of professional development activities, which can be utilized for Level advancement, will be upon the faculty members. Prior approval by the compensation committee of professional development activities intended for Level advancement is highly suggested.

D. Load Reduction

A faculty member might be granted a reduction in instructional workload. The amount of workload reduction shall be dependent upon the duties performed by the faculty member and shall be determined by the Chief Academic Officer of the College. Such reduction shall not be made in an arbitrary, capricious or unreasonable manner. Where faculty members are given load reduction within the instructional workload for any activity other than teaching, the number of hours required for the activity will be equal to twice the contact hour reduction with the proportional reduction in office hours of one hour per three contact hour equivalent load reduction. These reductions in instructional workload will be posted with the appropriate number of hours, responsibilities required, and compensation offered.

ARTICLE VII
Summer and Extra-Contractual Teaching

- A. Extra-contractual teaching duties shall be teaching or duties for which the professor/ instructor shall receive extra compensation unless other arrangements are mutually agreed to by the professor/instructor, the Chief Academic Officer and the Faculty Senate, and shall not be covered in the normal job description of a professor/instructor. This Article does not apply to the selection process for overload courses.

In the event an extra-contractual assignment is made as part of a regular contract on original hire, then that assignment shall be removed from this article and treated as part of full-time employment. In all cases, evaluation of jobs under Appendix C will be based on events and activities within control of the professor/instructor.

- B. Each professor/instructor shall have the right to accept or to reject at his or her option any and all extra-contractual assignments. The Board shall not obligate a professor/instructor to assume an extra-contractual assignment without prior written consent of the professor/instructor involved, nor shall the Board or any administrator impose a condition on any individual that his or her contract or promotion is contingent upon his or her willingness to accept an extra-contractual assignment. Extra contractual duties associated with the bargaining unit shall be posted to the bargaining unit for no less than five (5) business days. It is understood and agreed between the Parties that extra-contractual duties are not considered within the sole scope of the bargaining unit and may be assigned/contracted as determined appropriate by the college.
- C. Extra-contractual duties are to be granted in separate contracts. All opportunities for extra-contractual duties including hours required and wages (when not otherwise specified in the CBA) offered shall be posted for not less than 5 business days during any semester. Note: the regular and routine method of communication regarding extra contractual duties posted within the bargaining unit shall be by email unless indicated otherwise by the administration.
- D. Professors/Instructors shall not be expected to perform any extra-contractual assignment until they have received and accepted an appropriate separate written contract for such assignment.
- E. The performance of teaching overloads and/or salaried or released time assignments scheduled in Appendix C may be evaluated by the Chief Academic Officer or designee. The performance of extra-contractual duties shall not be considered in the evaluation of a professor's/instructor's standing as a full-time employee unless duties were part of a regular contract on original hire.

ARTICLE VIII
Leaves

- A. Sick Leave

Each professor/instructor shall be entitled to ninety-six (96) hours of sick leave per year, the unused portion of which shall accumulate from year to year without limitation. Paid sick leave may be used in minimum increments of one-half day (4-hours). The leave days may be taken by a professor/instructor for the following conditions:

1. Personal illness or disability. Professors/Instructors may use all or any portion of their leave to recover from their own illness or disability including coverage under the FMLA.
2. Illness of the immediate family. The immediate family shall be defined by the FMLA.
3. Professors/Instructors shall notify the administration by calling the switchboard of their intended absence stating the nature of the illness and where they may be contacted during the day. Each professor/instructor shall give such notification prior to his or her scheduled on-the-job starting time. The administration shall be responsible for posting the absence announcement.
4. The administration reserves the right to require a doctor's note or other evidence of illness when the illness is of more than three (3) days duration.

The College, at its own expense may require employees to have an examination resulting in a fitness for duty certification by a medical practitioner acceptable to the College. Additionally, upon return to work from a leave due to an employee's serious health condition as defined under the FMLA, the employee may be required to provide medical certification of their fitness for duty.

5. Each professor/instructor will forfeit all sick days to the college upon termination of employment.
6. Professors/Instructors may be allowed use of sick time for medical and dental appointments. Professors/Instructors shall make every effort to obtain medical appointments not conflicting with their work schedules.

B. Bereavement

Each professor/instructor shall be allowed five (5) work days in the event of death in the immediate family. Immediate family shall be defined as: spouse, current domestic partner, children-step/adopted, grandchildren, parents of the professor/instructor and spouse, brothers and sisters of the professor/instructor and spouse, grandparents of the professor/instructor and spouse.

In the event of a death of other relatives, not defined as "immediate family", such as aunts, uncles, nieces, and nephews, faculty shall be granted bereavement leave using sick leave, not to exceed (3) workdays.

Bereavement leave must be used at the time of the funeral/memorial. The Employer may require proof of eligibility for funeral leave.

C. Personal Business

Each professor/instructor shall be allowed leave for personal business not to exceed two days per year. Additional days may be allowed at the discretion of the immediate supervisor. Prior arrangement for this leave must be made with the immediate supervisor.

Each professor/instructor currently receives 16 hours at the beginning of each academic year for personal use without any carryover to the next year. This LOA will allow for the carryover of personal time to a maximum accumulation of 40 hours. This carryover provision begins with the

2016-2017 academic year. Personal time may be taken by making prior arrangements with the Chief Academic Officer or President, in 2 hour increments, not exceeding 16 hours or 2 consecutive work days at a time without written consent from the CAO or the College President. Additional hours may be allowed at the discretion of the CAO or the College President.

D. Military Leave

The College agrees to comply with all laws related to military service.

E. Sabbatical Leave

All sabbatical leaves shall be limited to purposes that clearly promise reciprocal advantage to the college, as determined by the College President, through the enhancement of personal competence by study, research, writing, travel, or cognate pursuits, or any combination thereof. While the College is not required to grant sabbatical leave, a professor may be allowed up to one year of sabbatical leave. The professor will apply for sabbatical leave to the Professional Development Committee. The Professional Development Committee will review the application and make a recommendation to the College President. Approval will be granted at the discretion of the College President. Said application shall be made no later than January 1 for Fall Semester or July 1 for Winter Semester. The salary of a professor on sabbatical leave for a full academic year (30 hours) shall be computed at 50% of the step and level that the professor would be on if he or she were present at the college. If the professor requests less than a full academic year, the following sabbatical salary schedule will be used:

1. One semester (15 hours) of an academic year will be compensated at 100% of the professor's step and level.
2. Any amount of sabbatical time between one semester and one full academic year shall be compensated proportionally between the 100% for one semester (15 hours) and 50% for a full year (30 hours). To be eligible for sabbatical leave, a professor must have served five years with Glen Oaks Community College. A professor who received a sabbatical leave may be required to return funds advanced in salary and fringes ("compensation") in the event of the occurrence of one of the following: a) The professor fails to complete the agreed-upon program, b) The professor leaves the employ of the college on his or her own volition before completing two years of employment after returning from the sabbatical. The professor shall pay the college back based on the following formula: $\text{compensation} \times \{30 - (\text{hours taught while on sabbatical})\} / 30 = \text{amount subject to repayment}$. This repayment amount shall be paid in full at the time of the triggering occurrence, and, with respect to occurrence b) shall be prorated over two years at 25% per semester for the fall and winter semesters. The Faculty Senate agrees that any effort on the part of the college to collect such funds owed above shall not be subject to the grievance procedure. On return from such leave, a professor may receive an adjustment of level in the salary schedule, but not an adjustment in step. After receiving sabbatical leave, a professor will be eligible for another such leave after he/she has completed five additional years of service to the college.

F. Leave Without Pay

Professors/Instructors may be granted leave without pay upon application submitted to and approved by the College President.

G. Holidays

Professors/Instructors will follow the school calendar and other agreements specified in their letter of appointment.

H. Family Leave

The College agrees to comply with the FMLA. All optional aspects of the FMLA shall be at the Employer's discretion consistent with notice requirements under the FMLA. All leaves shall run concurrent with, and not in addition to, leaves provided under the FMLA.

I. A professor/instructor who is a president, vice president, secretary, or treasurer of an organization dealing with professional concerns shall be allowed time to attend meetings concomitant with his or her duties of said organizations upon prior request and approval from the Chief Academic Officer without loss of salary.

J. The Glen Oaks Faculty Senate shall be granted up to four (cumulative) days leave of absence per year, without loss of pay, for the conduct of Senate business. Additional days may be granted with the consent of the Chief Academic Officer.

K. Sick Bank

1. A faculty sick day bank has been established with a maximum number of 62 days. When the number of days remaining in the bank falls to 31 days or fewer each full-time faculty member shall contribute one day to re-supply the bank. If a faculty member has fewer than five days of sick leave accumulated when it is time to re-supply the bank that faculty member will be given the option of contributing one of his/her remaining days or contributing one day at the start of the next academic year.

2. A professor/instructor who has exhausted his or her accumulated sick days may draw up to a maximum of thirty (30) days per academic year from the sick bank upon application to the college business office, provided there are sufficient days in the bank.

3. Sick bank days may be used for the same purpose as are personal accumulated sick days according to the provisions of paragraph A of this Article.

L. Jury Duty

A faculty member who is summoned and reports for jury duty or is subpoenaed and reports as a witness in any judicial hearing shall receive a leave of absence and shall be paid at his or her regular salary rate.

ARTICLE IX
Continuity of Employment

A. Probation

1. Newly employed instructors shall be placed on probationary status for four (4) years. If, during or at the end of the first thirty-six (36) calendar months from the date of hire (hereinafter referred to as the "at will" period), performance is unacceptable, as determined by the Chief Academic Officer, the instructor may be terminated.

When minimum requirements established by the college, along with the four (4) year probationary period have been satisfied, the instructor is eligible to apply for continuing contract. The probationary period may be extended upon mutual agreement of the parties and in such event the at-will period shall be extended and said extensions shall establish no practice or precedent for future situations.

2. If a probationary instructor faces possible dismissal, he or she shall be notified in writing.
3. During the probationary period, regular increments as specified in the salary schedule, Appendix A, will be obtained.
4. Ordinarily, part-time employment shall not be considered as part of the probationary period; however, the Administration may recommend to the Board of Trustees that successful part-time teaching, previous experience, and/or outstanding institutional contribution be ground(s) for shortening the probationary period as permitted by law.

B. Continuing Contract

Having satisfactorily completed the probationary period, the instructor shall be advanced to continuing contract appointment. Continuing contract shall remain in force with annual agreements regarding status and salary, and professors holding continuing contracts shall not be demoted from salary, step or level, or duty except for reasonable cause. The performance of all continuing contract professors must be monitored by the Chief Academic Officer or designee. This will include classroom observations as described in Article IX.A.2 a-f. Said professors will hold continuing contracts until resignation, retirement, or dismissal for reasonable cause. Reasonable cause will not be invoked in an arbitrary or capricious fashion.

C. Continuing Contract Review

If there is documented evidence that a continuing status faculty member's actions are in conflict with policies and/or procedures of the College or if a faculty member's actions potentially harm the College, the following procedure(s) will be implemented.

1. Documented evidence shall be compiled by the administration. Such evidence identifies the faculty member's conflict with policies and/or procedures of the College or potential harm to the college.
2. If the faculty member fails to achieve sufficient improvement the Chief Academic Officer may take appropriate disciplinary action or make recommendation for suspension or dismissal to the President of the College.

The rights of due process in matters of disciplinary action or dismissal are defined in Article IX.E and Article XI of this agreement.

Definition of Suspension Pending Investigation: Suspension Pending Investigation is the temporary release of a faculty member from all assigned duties at the College pending the investigation of the possible disciplinary matter.

Dismissal is defined as the discharging of a non-probationary unit member for just cause prior to the expiration of that unit member's appointment and shall not be invoked except through due process.

The College President/designee, upon presentation of substantive evidence and in a situation of exigency, may unilaterally suspend a faculty member. Such action will be taken if the President/designee makes a determination that harm to the College is threatened by conduct of the faculty member. The faculty member shall be notified by email/regular mail of the charges and evidence of the charges that have been made. Having received note of charges the faculty member shall be entitled to review the available evidence affecting the case with the College President/designee.

In the event that an exigency suspension is imposed on a faculty member by the President of the College/designee, the Chief Academic Officer/designee will be informed immediately, and the Chief Academic Officer/designee will notify the Faculty Senate via email within 24 hours. The Faculty Senate will review the suspension and the length of the suspension in consultation with the College President. The final decision will be made by the College President.

3. A professor whose current appointment is to be terminated for other than disciplinary reasons will be notified by the College President at least forty-five (45) calendar days in advance. Notification will be by email/regular mail.
4. The right of a professor to terminate his or her appointment by resignation shall not be abridged by the above dismissal procedure.

D. Suspension and/or Dismissal of Faculty for Reason of Criminal Conduct.

To the extent permitted by law, the College President, upon presentation of substantial evidence, may summarily place on paid or unpaid suspension a professor/instructor if the professor/instructor is legally charged with any felony or high misdemeanor punishable by the courts. The professor/instructor shall be notified by email/regular mail of the charges and evidence of the charges that have been made. Having received notice of charges the professor/instructor shall be entitled to review with the College President the available evidence affecting the case. If a professor/instructor has been suspended and is subsequently found to be not guilty of the charges, then such professor/instructor will be promptly reinstated, and will be fully compensated for all salary and any adjustments on the salary schedule which would otherwise have been received during the period of suspension.

To the extent permitted by law, a professor/instructor found guilty of any felony or high misdemeanor is subject to dismissal by the Board of Trustees upon recommendation of the College President. In cases of recommended dismissal, said professor/instructor is entitled to an appearance before the Board. The final dismissal decision is not grievable under Grievance Procedure. It is agreed to by both parties to this agreement that the section pertaining to "Suspension and/or Dismissal of Faculty for Reason of Criminal Conduct" will be reviewed in order to determine appropriate dispensation of such incidents.

- E. Just Cause: No non-probationary Faculty Senate member shall be disciplined without just cause. The term "discipline" as used in this Agreement includes warnings; reprimands; suspensions with or

without pay; reduction in compensation, or occupational advantage; discharges; or other actions of a disciplinary nature. Any such discipline, including adverse evaluation of bargaining unit member performance, shall be subject to the grievance procedure set forth herein including arbitration. The specific grounds for disciplinary action will be presented in writing to the Faculty Senate member and the Faculty Senate no later than at the time discipline is imposed.

1. Progressive Discipline: A program of progressive discipline shall be followed. The following progression of discipline shall be followed prior to the imposition of any other economic discipline on any member of the bargaining unit:
 - a. Oral warning, then
 - b. Written warning, then
 - c. One day suspension without pay, then
 - d. Additional suspension without pay, then
 - e. Discharge.

No suspension shall adversely affect any other rights or benefits under this Agreement. The parties recognize that the severity of an offense may provide just cause for the acceleration of the above progression of discipline up to and including immediate termination of employment.

2. Association Representation: A Faculty Senate member shall be entitled to have present a representative of the Faculty Senate during any meeting which will or may lead to disciplinary action by the Employer. When a request for such representation is made, no action shall be taken with respect to the Faculty Senate member until such representative of the Faculty Senate is present. Should disciplinary action be likely to occur at a given meeting, the Faculty Senate member shall be advised immediately of said possibility and be advised by the Employer of the right to representation under this provision of the Master Agreement.
3. Personnel File: A Faculty Senate member will have the right to review the contents of all records of the Employer pertaining to him or herself originating after initial employment and to have a representative of the Faculty Senate accompany him/her in such review. The Faculty Senate member shall have the right to inventory, copy and paginate the records found in his/her file jointly with the Personnel Director. Other examination of a Faculty Senate member's file shall be limited to qualified supervisory personnel, except that a Faculty Senate representative may review such files when necessary for contract administration purposes or to provide the Faculty Senate member representation in other administrative or legal proceedings.

No disciplinary material will be placed in a Faculty Senate member's personnel file unless the member has had an opportunity to review the material. The Faculty Senate member may submit a written notation or reply regarding any material within 30 (thirty) business days of receipt of the notification; and the same shall be attached to the file copy of the material in question. When disciplinary material is to be placed in a Faculty Senate member's file, the affected Faculty Senate member shall review and sign said material, such signature shall be understood to indicate awareness of the material but in no instance shall said signature be interpreted to mean agreement with the content of the material. If

the material to be placed in the file is not work related or in error, the material will be corrected or expunged from the file, whichever is appropriate.

Materials of a disciplinary nature shall remain in the personnel file but shall only be used for the purposes of progressive discipline for a period of 24 months from the date of the most recent disciplinary action.

F. Probation

1. Newly employed instructors shall be placed on probationary status for four (4) years. If, at the end of the first thirty six (36) month period (hereinafter referred to as the “at will” period), performance is unacceptable, as determined by the Chief Academic Officer, the instructor may be terminated. Notice of any such termination shall be given in compliance with the following deadlines:
 - a. If the instructor is hired at the commencement of an academic year, a minimum of forty-five calendar days prior to layoff.
 - b. If the instructor is hired after the start of an academic year but before March 30th of that year, on or before the first anniversary date of the first day of full-time work; and
 - c. If the instructor is hired after March 30th but before the end of an academic year, minimum of forty-five calendar days prior to layoff.

Ordinarily, the beginning of the probationary period coincides with the beginning of the academic calendar; full-time instructors starting their contractual duties after the beginning date of the academic calendar shall be allowed to apply that calendar year as one full year toward the completion of the required four-year probationary period. However, the probationary status may be extended for any instructor who does not meet the minimum requirements, if applicable, set by a State of Michigan agency, for his or her teaching assignment or is not in possession of an earned Master's Degree at the end of four years. The probationary status of each instructor shall be extended as long as he or she progresses toward full approval, and at a rate approved by the college not to exceed four (4) years. (This provision does not apply to an instructor teaching machine tool, welding or automotive courses, but said instructor will be required to comply with the provisions of Article V.D.6) The minimum standards for advancement to continuing contract will be provided to probationary members by the Chief Academic Officer upon hiring. When minimum requirements set by the college have been satisfied, the instructor shall be advanced to continuing contract if the four-year probationary period has been satisfied. Advancement is subject to review and recommendation by the Peer Review Committee (made up of the Chief Academic Officer, 2 continuing contract faculty selected by the Senate Executive Committee). A tie vote is to be broken by the College President.

G. Evaluation

1. The instructional performance of all probationary instructors and non-probationary instructors shall be evaluated in writing by the Chief Academic Officer or designee once every six (6) months during the first four (4) years of employment and up to two-times (2x) every three (3) years thereafter, unless the college determines that more frequent

evaluations are appropriate. In such event, the reason for the increased frequency shall be communicated in writing at least five (5) business days prior to the evaluation and shall not be based upon arbitrary or capricious considerations

Faculty members shall be notified two (2) business days in advance of the observation and may choose to have another faculty member attend, which will be permitted. However, nothing in this agreement shall prohibit the Employer from making unannounced observations so long as such observations are not based upon inappropriate considerations.

For unannounced observations the employer is under no obligation to permit another faculty member to attend. However, the employer agrees that there will not be more unannounced observations than announced observations over the series of evaluations during any contract term.

2. Each instructor is expected:
 - a. To utilize his/her teaching strengths and expertise to build and deliver programs and courses that encourage growth and service to students and to the community.
 - b. To demonstrate professional development; to expand teaching skills or knowledge; to become acquainted with and proficient in new technologies that apply to the development and delivery of curriculum.
 - c. To participate in developing community relations; to be committed to efforts to recruit and retain students.
 - d. To pursue a wide range of teaching options for exercising faculty strengths and expertise through teaching of transfer courses, occupational courses, business/industry training and seminars, online courses, customized training, and lifelong learning.
3. The evaluation document shall be included as an appendix to the CBA, but may be modified with prior notice and consideration of the evaluation committee of 2 faculty and 2 administrative staff members as appointed by each group. In any event, the evaluation document shall be completed within fifteen (15) business days. Any changes shall be upon mutual agreement between the Association and the Employer.

ARTICLE X

Staffing, Lay-off and Recall Provisions

A. Staffing Level

The Board agrees to employ a minimum of twenty-four (24) full-time faculty members (23 for the 2024-2027 contract), so long as the College remains fully operational, unless the FYES as provided to the Activities Classification Structure Report falls below 775. In the event that the FYES does fall below 775 the faculty agrees to re-open this section of the Master Agreement and to bargain a new minimum staffing level. Alternately, the Board may choose to reduce the number of faculty in proportion to the ratio of twenty-four (24) faculty/775 students (when calculating the minimum staffing level under this approach the minimum number of full-time faculty would be the greatest integer less than or equal to the number of faculty calculated by proportion).

B. Program Closures, Revisions and Reductions.

If a program is closed, reduced significantly or a major curriculum revision causes a reduction in the number of faculty members needed to support that portion of the College's curriculum the following procedure will be used:

1. Upon the completion of data analysis that reveals questionable viability of a program, the college will provide notice to the Faculty Senate, and affected faculty members.
2. Upon the determination that a closure/change has been approved by the Board of Trustees all faculty involved will receive immediate notification of the closure/change and its effect on staffing.
3. The faculty members who will be displaced from the closed, revised or reduced program shall be selected from those teaching within the program in the following order:
 - a. Faculty members who are not on continuing contract (i.e. Instructors) shall be laid-off first, provided those remaining have the then-present credentials, qualifications and ability to perform the remaining program(s). The order in which Instructors will be laid-off shall be determined by the Chief Academic Officer based upon the College's educational needs, the relative education of the competing instructors, and the teaching experience of the competing instructors. Such determinations shall not be made on an arbitrary or capricious basis. The Chief Academic Officer will provide his/her rationale in writing to the Faculty Senate.
 - b. If there are no Instructors, then continuing contract faculty members (i.e. Professors) shall be selected in reverse seniority order. The term "seniority" shall be defined as the length of service of a professor commencing with the first day of actual work. If there are two (2) or more professors who have a same first day of actual work, the date of their letter of appointment shall be considered the first date of work for staff reduction purposes. If there are two (2) or more employees who have a same first day of actual work and a same date of letter of appointment, the Chief Academic Officer shall decide the professor which shall be laid off based upon the College's educational needs, the relative education of the competing professors, and the teaching experience of the competing professors. The Chief Academic Officer will provide his rationale in writing to the Faculty Senate.
4. All faculty members who are displaced from the closed/changed area(s) will have the option to either accept a lay-off voluntarily or attempt to schedule a full-time teaching load through a bumping process. The definition of the phrase "full-time teaching load," for use under this section only, shall be teaching any number of courses, contact hours or equated hours which creates a teaching load close enough to 30 hours that teaching any additional course(s) would require an overload situation.

The bumping process shall occur as follows:

The Chief Academic Officer shall convene a meeting of all displaced full-time faculty members and all full-time faculty members with less seniority than the most senior displaced full-time faculty member for the purpose of bumping teaching loads. At

that meeting the most senior displaced faculty member will attempt to select a full-time teaching load of courses from the offerings of the college provided that:

- i. They are adequately qualified to teach the courses.
- ii. No other full time faculty member shall be bumped out of their base 30 hour teaching load.

If the displaced faculty member cannot select enough courses to complete a full-time teaching load then he/she may bump enough courses to complete their full-time teaching load from the less senior faculty member(s) who are scheduled for courses which the displaced faculty member is adequately qualified to teach. In this case the displaced member will bump courses which he/she is adequately qualified to teach from the less senior member(s) in reverse seniority order as defined in Section C.3.ii until a full-time teaching load is completed. It is understood that the displaced member will bump all courses possible from the least senior member before bumping any courses, if needed, from the next higher seniority member.

If it is not possible for the displaced faculty member to complete a full-time teaching load after bumping then the displaced faculty member shall be laid-off.

The above procedure shall be followed by all faculty members who are either displaced or bumped from work, in reverse seniority order as defined in Section C.3.ii, until all full-time faculty members have a full-time teaching load scheduled or until all faculty members who were displaced or bumped have had an opportunity to bump work from less senior members. If a member or members are left with less than a full-time teaching load then the least senior member with less than a full-time teaching load would be laid-off.

If the faculty member(s) cannot schedule a full-time teaching load from the College's offerings as provided above the President of the College will provide them with a minimum of forty-five (45) calendar days written notice of their lay-off. It is understood that program closures, revisions or major curriculum changes will not change the minimum staffing levels provided for in Paragraph A and that staffing may need to be increased in other areas of the College in order to maintain the minimum staffing level.

C. Layoff Procedure

If the Board determines that a layoff of full-time faculty is needed the following process will be used:

1. The number of faculty to be laid off will be determined by the President so as to ensure that the minimum staffing level provided by Paragraph A above is met.
2. The faculty members to be laid off will be selected in the following order:
 - a. Faculty members who are not on continuing contract (i.e. Instructors) shall be laid off first. The order in which Instructors will be laid off shall be determined by the Chief Academic Officer based upon the College's educational needs, the relative education of the competing instructors, and the teaching experience of the competing instructors. The Chief Academic Officer will provide his rationale in writing to the Faculty Senate.

- b. If there are no Instructors then continuing contract faculty members (i.e. Professors) shall be selected in reverse seniority order. The term "seniority" shall be defined as the length of service of a professor commencing with the first day of actual work. If there are two (2) or more professors who have a same first day of actual work, the date of their letter of appointment shall be considered the first date of work for staff reduction purposes. If there are two (2) or more employees who have a same first day of actual work and a same date of letter of appointment, the Chief Academic Officer shall decide the professor which shall be laid off based upon the College's educational needs, the relative education of the competing professors, and the teaching experience of the competing professors. The Chief Academic Officer will provide his rationale in writing to the Faculty Senate.

3. The President of the College will provide written notice of their layoff to the faculty members in accordance with Article IX.

D. Recall Procedure

When circumstances shall be appropriate, each professor/instructor placed on layoff as aforementioned shall be reinstated in inverse order of this placement on layoff provided they have the then-present credentials, qualifications and ability to teach the classes. Such re-employment shall not result in loss of status or credit for previous years of service. No new full-time appointments shall be made within two (2) years while there are available professors/instructors on layoff and who are credentialed and qualified to fill the vacancies unless such professors/instructors shall fail to advise the College President within fifteen business days (15) from date of notification by the College President of positions available.

E. Miscellaneous Provisions Related to Lay-offs, Recalls and Closures

1. All employees who leave the bargaining unit and return to the bargaining unit shall receive credit for the previous seniority which was accumulated within the bargaining unit.
2. Laid-off faculty will be given the opportunity to accept up to 24 contact hours of part-time assignments for which they are credentialed and qualified. It shall be the responsibility of the laid-off faculty member(s) to notify the Chief Academic Officer of their acceptance of any part-time assignments for the upcoming year within 30 days of receiving their lay-off notice. In any future years the faculty member shall have 30 days from the date on which the Chief Academic Officer informs them of the upcoming year's course schedule.
3. Fringe benefits would be provided on a pro-rata basis for those employed for more than 15 contact hours in an academic year. Said benefits will remain in force until such time as the faculty member chooses to leave employment at the College, is reinstated as a full-time faculty member or is no longer eligible for recall under Paragraph D whichever occurs first. The rate of pay for part-time work done by a faculty member on lay-off shall be the higher of \$30 per clock hour or the rate commonly paid to Faculty Emeriti who teach part-time.

F. Vacancy

When a vacancy exists, the following provisions will be followed:

1. The administration shall determine if it is appropriate to fill the vacancy or to offer a new position in its place.
 2. If a vacancy occurs the position shall be filled within one year of the occurrence of the vacancy or prior to the start of the next academic year whichever is later.
- G. All notices of faculty vacancies shall originate from the Chief Academic Officer. First consideration shall be given existing full-time faculty and staff who are then presently credentialed and qualified to fill any and all teaching vacancies. Notice of all vacancies shall be distributed to all professors/instructors. The College President may select faculty and staff to fill vacancies, but not without having made a 5-business days prior notice of vacancy available to all professors/instructors. These notices shall detail positions open, qualifications required, and salary range. Except that in the event a vacancy occurs which must be filled in less than 5-business days, the period of required notice may be accordingly reduced by the College President or designee, and that the reduced time shall be called to the attention of the President of the Glen Oaks Community College Faculty Senate prior to posting.

For layoff, recall and vacancy discipline/program is defined as the area the staff member was originally hired for, assigned to, or moved into upon a full-time opening in the discipline/program.

Being assigned to a program generally is based upon a request from the Employer to the instructor to become eligible to teach in another or related field. Instructors may also request such an assignment which may or may not be granted in the sole discretion of the Employer. In any event, the Employer maintains its right of assignment.

ARTICLE XI **Grievances**

A. Initiation of a Grievance

1. Any professor/instructor or group of professors/instructors represented by the Faculty Senate or the Faculty Senate as a collective agent may initiate a grievance relating to salaries, terms or conditions of employment, or of procedures in disciplining a professor/instructor, or any condition affecting wages, hours or conditions of employment in the following instances:
 - a. If there has been a violation, misinterpretation, or misapplication of any provision of this agreement (and/or letters of understanding) between the Glen Oaks Faculty Senate and the Board of Trustees.
 - b. If there are adopted Board of Trustee policies or administrative regulations or directives which violate the terms of this Agreement.
 - c. If there has been a violation, misinterpretation, or misapplication of statutory and/or constitutional provisions, except for statutes which specifically establish a procedure for redress.

2. The "aggrieved person" is the person or persons initiating the grievance. The term "days" shall mean business days (excluding holidays in the academic calendar).

B. General Provisions

1. All discussions shall be kept confidential among the aggrieved party, the Senate representative, and the administration in the absence of the consent of the aggrieved or as may be required by law.
2. Statement of Basic Principles: The failure of either party at any level to communicate their decision to the other party within the prescribed time limits set forth in the grievance procedure shall result in the grievance being moved to the next step in the process.
3. The failure of the professor/instructor or the Senate to appeal a decision to the next highest step within the time limits prescribed in the grievance procedure shall constitute a withdrawal and shall bar further action on that grievance.
4. The number of days indicated at each level should be considered as maximum and every effort should be made to expedite the process. The time limits, however, may be extended by mutual written consent.
5. All documents, communications, and records dealing with a grievance shall be filed separately from the personnel files of participants.
6. The aggrieved person shall at all levels of the procedure have the right to representation.
7. Hearings and conferences held under this Procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses entitled to be present, to attend. When such hearings and conferences are during school hours, all employees whose presence is required shall be excused for that purpose with no reduction in pay.

C. Procedure

1. Preliminary Stage:
In the interest of maintaining harmonious relations, an alleged grievance shall first be discussed with the appropriate administrator with the object of resolving the matter informally:
 - a. By the professor/instructor in person on his or her own behalf.
 - b. By the professor/instructor accompanied by a Senate representative.
 - c. Through the Senate representative if the professor/instructor so requests, or
 - d. By the Senate representative in the name of the Senate.
2. Level 1:
In the event any alleged grievance is not satisfactorily adjusted in the preliminary stage, it shall be forwarded in writing to the Chief Academic Officer within thirty (30) days after notice of the facts giving raise to the grievance came to the faculty member's attention. If the grievance is not filed within this time, it will be considered as waived.

The Chief Academic Officer shall return copies of the grievance to the faculty member and the Senate with his or her decision in writing within ten (10) days of the receipt of the grievance.

3. Level 2:

In the event that a grievance concerning a professor/instructor is not satisfactorily resolved, it shall be referred to the College President with the Chief Academic Officer's written decision within 10 (ten) days.

The College President shall have fifteen (15) days to review the grievance and to arrive at a decision. The College President shall report his or her decision in writing within the above period to the aggrieved party and the Senate.

4. Level 3:

If the faculty member or the Senate is dissatisfied with the decision of the College President, the faculty member or the Senate may refer the matter to the Board of Trustees within ten (10) days after receiving the written decision by submitting a copy of the grievance to the Chairman of the Board of Trustees. Within fifteen (15) days of the receipt of the grievance, the Board shall meet to consider it, at which time the aggrieved professor/instructor or Senate shall have the right to be heard. The decision of the Board shall be communicated in writing to the professor/instructor and the Senate within five (5) days of the meeting.

5. Level 4:

If the professor/instructor or the Senate is dissatisfied with the decision of the Board of Trustees, the professor/instructor or Senate may request mediation by the Michigan Employment Relations Commission.

If mediation is desired, the aggrieved professor/instructor or the Senate will deliver written notice of that desire to the Board of Trustees within ten (10) days after receipt of the decision of the Board of Trustees.

6. Level 5:

If either the Senate or the Board of Trustees is dissatisfied with the mediation of the Michigan Employment Relations Commission, the dissatisfied party may refer the matter to arbitration by delivering written notice of this desire to the other party within ten (10) days of the mediation. The arbitrator shall be mutually agreed upon by the aggrieved faculty member and the administration of the College, and in default thereof selected by the American Arbitration Association. The decision of the arbitrator shall be final and binding on both parties provided that the arbitrator shall confine his or her opinion to the sole question of whether or not (1) there has been a violation, misinterpretation, or misapplication of any provision of this agreement, or (2) there has been a deviation from or misinterpretation or misapplication of written policies or procedures affecting the conditions of employment of professors/instructors in effect from time to time. The arbitrator shall give no opinion with respect to any matter left by this agreement or by law to the discretion of the Board of Trustees or administration, nor shall the arbitrator add to, subtract from or modify the terms of this agreement.

The Result of the decision shall be implemented within fifteen (15) days of receipt of the decision.

The Board of Trustees and the aggrieved party will each pay one-half of the cost of the arbitrator's fee.

ARTICLE XII
Professional Compensation

- A. Faculty compensation shall be based upon the sum of three components: base salary, a salary factor and a longevity amount. Each of these components shall be determined as follows:

Base salaries shall be calculated as follows:

1. The step and level of each faculty member will determined.
2. The salary schedule shown in Appendix A will be consulted to determine the faculty member's base salary for the upcoming year.

The salary factor in effect as of 2008/2009 shall continue to be in effect for those who have a salary factor.

The longevity amount shall be \$2,000 for 2024-2027 and shall be given to those members who are returning to the top step in any of those years.

- B. All newly employed instructors shall be given experience credit on the salary schedule as set forth in Appendix A for previous related employment. The total experience credit given to a new instructor shall not exceed five years except as noted below. The experience shall be credited as follows:

1. One year of experience for each year of full-time community college or university teaching experience.
2. One year of experience for each year of annual teaching experience at Glen Oaks Community College.
3. One year of experience for 48 or more credit hours of accumulated part-time teaching experience at community colleges or universities.
4. One year of experience for each three years of other related work experience, not to exceed three years total.
5. In a case where it is not possible to hire a qualified applicant due to credentialing regulations or unusual job market situations additional years of credit may be given in order to secure a qualified instructor. The Chief Academic Officer and the Faculty Senate will jointly determine the maximum number of years that may be offered prior to making an offer to hire.

- C. No presently employed professor/instructor shall have his or her level or step reduced from his or her present position except as expressly provided in this Agreement. All college credit courses pertaining to level advancement shall be in the professor's/instructor's specialty area or approved prior to enrollment by the Chief Academic Officer with the advice of the Compensation Evaluation Committee. This Committee will be chaired by the Chief Academic Officer and populated by one additional administrator and two faculty members appointed by the President of the Faculty Senate.

The equating of technical, industrial, professional workshops and institutes, and the approval of college credit hours shall be done by the Chief Academic Officer with the advice of the Compensation Evaluation Committee. In cases where the committee cannot arrive at a decision, the President of the College shall make the final decision. All appeals for assignment to the levels shall be submitted to this committee.

Contact hours will be calculated at a ratio of 30 hours to 1 credit for hands-on workshops, and 45 hours to 1 credit for non-hands-on conference activities.

In certain cases, the following exceptions to level descriptions shall apply. Undergraduate credit may be substituted for graduate credit where there is clearly a lack of suitable courses at the graduate level or where an undergraduate course more closely fills the needs of an employee and/or the college. Approval for the above shall be granted, in advance, by the Chief Academic Officer with the advice of the Compensation Evaluation Committee.

The Deadline for level advancement requests will be June 1st, in order for the advancement to take effect on September 1st. Exceptions shall be granted for courses or activities completed during the summer months.

- D. All newly employed professors/instructors as well as presently employed professors/instructors shall advance in accordance with the following formulas for the duration of this Agreement. All degrees and/or courses used for placement or advancement shall be from regionally accredited institutions.

Level One

This level shall be assigned to an instructor who has received a Bachelor's degree or equivalent technical, industrial, or professional training.

Level Two

This level may be obtained by earning the following semester hours of credit beyond the attainment of the Bachelor's degree:

1. Fifteen (15) semester hours beyond the Bachelor's degree.
2. Fifteen (15) contact semester hours.
3. A combination of fifteen (15) semester hours from 1 and 2 above.

Level Three

This level may be obtained by earning the following:

1. Master's degree.
2. Fifteen (15) semester hours or more of graduate level credit beyond the attainment of the Bachelor's degree and one of the following:
 - a. Fifteen (15) contact semester hours.

- b. Fifteen (15) semester hours of college credit awarded following attainment of the Bachelor's degree.
- c. A combination of fifteen (15) semester hours from a and b above.

Level Four

This level may be obtained by earning the following semester hours of credit beyond the attainment of the Master's degree:

1. Fifteen (15) semester hours of college graduate credit.
2. Fifteen (15) contact semester hours.
3. A combination of fifteen (15) semester hours from 1 and 2 above.

Level Five

This level may be obtained by earning either of the following:

1. Sixty (60) semester hours beyond the attainment of the Bachelor's degree culminating with a Specialist's degree or Master of Fine Arts degree.
2. Thirty (30) semester hours of college graduate credit beyond the attainment of the Master's degree of which fifteen (15) may be equated semester.

Level Six

This level may be obtained by earning either one of the following:

1. Fifteen (15) semester hours of graduate credit beyond the attainment of the M.F.A. or Specialist's degree.
2. Forty-five (45) semester hours of graduate credit beyond the attainment of the Master's degree of which fifteen (15) may be contact hours.

Level Seven

This level may be obtained by one of the following:

1. Thirty (30) semester hours of graduate credit beyond the attainment of the M.F.A. or Specialist's degree.
2. Sixty (60) semester hours of graduate credit beyond the attainment of the Master's degree of which thirty (30) may be contact hours.
3. An earned Doctorate.

Level Eight

This level may be obtained by earning 15 graduate level credits beyond the attainment of an earned Doctorate.

Any material earned beyond the minimum requirements for a specific level placement may be applied to the next level advancement, following the specific requirements as set forth in Article XII.

- E. Load shall be thirty (30) hours over the academic year beginning in Fall Semester of each year (overload is more than 30). Overload shall be paid at 125% of the part-time faculty rate and full-time faculty shall have the right of first refusal for overload work, not to exceed twenty-one (21) hours of overload. The 125% is based upon the current part-time faculty rate for the current contract year. Online sections shall be capped at 25 students unless otherwise stipulated by College approved Course Development Master (CDM), except by mutual agreement of the CAO and the faculty member.

F. Independent Study Options

All bargaining unit members, at the option of the Chief Academic Officer, may be allowed an independent study option not to exceed three (3) students per independent study designation. Compensation shall be at the rate of \$50 per credit per student. Independent Study will not count toward teaching load requirements or overload.

G. Faculty attending workshops, seminars, college classes, etc., funded by the college general fund or foundation, shall not be eligible for step or level improvement except when the workshop or seminar is specifically for improving teaching skills. However, partial funding, e.g., tuition and books only, or any program specifically requested of the professor/instructor by the administration and for the benefit of the college, would not be sufficient reimbursement to disallow step and level improvement. Prior approval of the Compensation Evaluation Committee, before attendance, should be obtained to insure complete understanding on the possibility of step and level adjustment and the amount thereof.

H. Each professor/instructor may select one of the following pay options at the beginning of the college year:

1. Twenty-one (21) pay periods.
2. Twenty-six (26) or twenty-seven (27) pay periods on a 27 pay period year.

ARTICLE XIII
Online Education

A. Online Learning: The parties recognize that online education is a vital component of the College curriculum and necessary for continued leadership in higher education. Therefore, the parties encourage endeavors in creating, developing, and delivering online education courses. Online sections shall be capped at 25 students unless otherwise stipulated by College approved Course Development Master (CDM), except by mutual agreement of the CAO and the faculty member.

B. Online courses are those in which all or the vast majority (typically 75% or more) of the instruction and interaction occurs via electronic communication, correspondence or equivalent mechanisms, with the faculty and students physically separated from each other."

C. Eligibility for Online Assignments: Faculty must be trained, approved by the CAO, and remain qualified to teach in the virtual format. Orientation guidelines shall be established by the College in consultation with the Online Learning Advisory Team (OLAT) standing committee. All new online instructors must complete the online faculty orientation prior to being assigned an online course. Upon successful completion of the online faculty orientation, the professor/instructor will receive a stipend of \$500.

Faculty who teach online learning courses are required to attend two (2) professional development activities to be eligible for course development and course teaching each academic year.

Professional development opportunities shall be provided by the College each semester. A list of items that shall satisfy professional development requirements shall be made available from the College in consultation with OLAT.

Should a faculty member desire alternative professional development opportunities not established on the “list,” they may submit a request to the College for approval and the College, in consultation with OLAT shall determine whether the alternative satisfies the professional development criteria.

First-time OL Instructors will be eligible to teach only one (1) course for the first two semesters, and then two (2) courses the third semester, provided approval is granted. Except where serious performance issues exist, approval shall not be withheld without prior corrective action including an oral warning, written warning and written reprimand within a rolling 24 month period.

For all OL instructors, except where serious performance issues exist, approval shall not be withheld without prior corrective action including an oral warning, written warning and written reprimand within a rolling 24-month period.

1. More than one OL course can be used as load rather than overload when the professor/instructor needs the hours to meet contract load requirements, in which case a full-time faculty may use an OL course with minimum required enrollment, as of course count date, as load or combine an OL and a face-to-face course to reach minimum required enrollment for the purpose of fulfilling load with approval of the College. However, nothing precludes the Employer from determining whether a course will be taught, the assignment/reassignment of students and/or the student population necessary to run the course.
2. Those instructors who teach courses that are traditionally taught exclusively online, are advertised as part of an online degree, or are inherently required to be taught in an online environment may use courses which meet the minimum required enrollment as direct credit hour substitution for face-to-face courses or combine the OL and face-to-face versions of the same course to reach a minimum enrollment of students to count as one course toward load.
3. Full-time faculty teaching primarily online, as determined by the College at the beginning of the academic year, may earn overload pay for OL courses, once a standard contractual load of 30 credit hours has been reached. The standard load will be based on a minimum enrollment of students per course or course combination. If a faculty member combines courses of various credit hour values to reach the required minimum enrollment, the faculty member will receive credit for the course with the most credit hours.

D. Property Rights: The faculty member creating the course for the College shall be offered the initial opportunity to teach the course, so long as they are qualified to teach the course. Scheduling for online learning shall follow the existing contractual requirements as found in Article 2 Section H and Article 5 Section B, which is comparative to the traditional class offerings. In any event, the faculty member creating the course shall be paid \$500.00 per credit hour for the creation of the course and materials and, upon payment, the course shall become the property of the College. Courses shall not exceed thirty (30) students unless approved by the College.

- E. Assignment: Assignment of an online learning course to a Glen Oaks Community College faculty member will be determined by the College as provided by CBA Article V.A.2. Faculty have the option to select up to one (1) online section toward load, so long as they have continuing approval to teach online classes; with CAO approval. Once load is selected, face-to-face and online sections are in the same “pool” for selection of teaching assignments beyond load (i.e., overload). Faculty may select overload one course at a time, in order of seniority, up to 21 contact hours per semester. (“Alternating”)

An online course must be updated to reflect the current semester for all time-sensitive material one (1) week prior to start of the OL semester, or the course may be subject to cancellation or reassignment to another instructor. The administration shall open/roll over OL courses one (1) month prior to the beginning of each semester.

Nothing in this provision or agreement shall be construed to prohibit the College from utilizing/assigning adjunct or part-time faculty to perform online courses, subject to the provisions of Article V.

- F. Certification: The Online Learning Advisory Team (OLAT) was established as a standing committee to guide online learning at the College. The OLAT is made up of up to three administrators, including the Chief Academic Officer or designee and OL staff, three (3) to five (5) faculty. The OLAT may evaluate courses to ensure quality of content and instructional design based on current national trends and practices. OLAT certification shall apply to new and existing courses and is subject to a biannual review. OLAT will also have responsibility for recommending the timelines for program reviews and updates.

The College, along with input from OLAT, will also evaluate the quality of the course being taught and make recommendations as to the continued use of the course and/or the faculty teaching the course.

In the interest of providing a high-quality course selection and learning experience, in the event that the OLAT is unable to agree upon the continuation of the course, the faculty teaching the course, the number of course hours taught by faculty or any other quality related criteria, the College shall make the final decision. In no event shall the final decision by either OLAT and/or the College be based upon arbitrary or capricious considerations, nor shall such decisions be made for the purpose of retaliation.

When considering the quality of the course and the faculty member, the College, along with input from OLAT, shall consider criteria such as the following:

- Credentials
- Retention/Successful Student Course Completion Numbers
- Participation in Professional Development, Program Review, Assessment and New Program Development
- Student Evaluation
- Attendance
- General Performance

- G. Performance Contract for Initial Development: Specific responsibilities of the faculty member shall be spelled out in a signed performance contract and shall include, but not be limited to the following:

1. Attend online learning professional development sessions provided by the College. For online courses, internet based instructional training is required.
2. Design the course's instructional graphics and content to comply with the requirements of the technologies used for course delivery, strong instructional strategies, and College approved Course Development Master (CDM) record, syllabus, and Common Course Outcomes.
3. Secure licenses and permissions to use copyrighted materials presented via the technology, in compliance with the Copyright Policy 2.70 in the Policy and Procedure Manual extant at the time of this agreement.
4. Modify the course's instructional design to insure student interaction and involvement in the course.
5. Incorporate appropriate Internet-based assessment strategies and teaching techniques.
6. Compensation for initial development of an OL course will be \$500 per credit hour. This stipend will be paid on a one-time basis, after OLAT course approval, in keeping with the intellectual property rights as listed above. No additional royalties will be paid.

H. Performance Contract for Revision of Courses: OLAT may recommend revision of a course based on need for course, quality of course, professor/instructor request, and technology appropriate design. Once a course has been recommended and approved for revision, the course may be offered one additional semester before revision is made. Specific responsibilities for revising a course shall be based on recommendations of OLAT. Once revisions are completed and approved by OLAT, the revised course may be offered.

ARTICLE XIV
Fringe Benefits

A. Holidays:	
Labor Day	1 day
Thanksgiving	1 day
Day after Thanksgiving	1 day
Christmas (Dec. 24 & 25)	2 days
New Year's (Jan. 1 & 2)	2 days
Good Friday	1 day
Memorial Day	1 day
Independence Day	1 day
Martin Luther King Day	1 day
Juneteenth	1 day

The parties agree that there will be a minimum of fourteen (14) calendar days off during the Christmas and New Year's holiday period.

- B. Employer contribution toward premium, per month as determined by the College consistent with Michigan law under the hard cap:

2024 (subject to change in subsequent years):

Single: \$641.91/month
Two-person: \$1,342.43/month
Family: \$1,750.66/month

In the event the state legislation (PA152) changes rules pertaining to the "hard cap" that requires changes during the term of the contract, both parties agree to open this section to bargain any applicable changes, including contribution calculation.

- C. The employee may elect to take a cash option in lieu of health insurance benefits under a qualified IRS Code Section 125 Salary Reduction Agreement.

The employee may direct all or part of the cash option toward a tax sheltered annuity or the purchase of any other insurance options appearing on the health insurance enrollment form.

The value of the cash in lieu of health option is \$291.66 per month.

- D. Tuition Reimbursement

The Board shall grant, upon request, full-tuition and all fee (except for course fees and those associated with competitive degrees/certificates (Nursing and Allied Health)) remission to Glen Oaks Community College for any course meeting degree or certificate requirements to all full-time professors/instructors, their spouses, and their children (natural and/or dependent under the age of 24). Glen Oaks will pay for a given course one time only, provided that a grade of "C" or better is attained. Employees will be required to sign a document agreeing to pay back to Glen Oaks through payroll deduction the amount of tuition and fees for a course where a grade of "C" or better is not attained. All fees will be waived for the employee when taking classes.

E. Reimbursement Expenses

1. Professors/Instructors, upon application to and approval of the Chief Academic Officer, will be reimbursed for authorized expenses related to their duties within the limitations of the appropriate budget.
2. A newly employed instructor whose residence is outside the Glen Oaks Community College district may be allowed fifty percent (50%) of the cost of moving household goods provided that an estimate of the cost is submitted to and approved by the College President previous to the moving day. The Board shall notify the instructor of this provision in advance of his or her moving.

F. Retirement

Professors/Instructors are entitled to all benefits of the Michigan Public Schools Employees Retirement Fund or the Optional Retirement Plan established by the Board of Trustees and to all Federal Insurance Contribution Acts benefits.

Employees electing a TSA option will be provided a vehicle to maintain their options through the IRS qualified Salary Reduction Program. MEA Financial Services shall be one of the companies available to bargaining unit members.

All faculty members will be given the option to participate in a tax-sheltered annuity program under an employer sponsored 403(b) Plan, and contribute to a vendor of their choice within the list of currently approved vendors according to the 403(b) Plan Document. The 403(b) Plan will comply with IRS regulations and all other applicable federal and state laws.

The Board of Trustees will pay all MPSERS contributions.

The Board of Trustees will pay into the Optional Retirement Plan at the rate of (fourteen percent) 14% on behalf of any Professors/Instructors who chose the Optional Retirement Plan.

ARTICLE XV
Miscellaneous Provisions

- A. This Agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to, or inconsistent with, its terms. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.
- B. If any provision of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by Law, but all other provisions or applications shall continue in full force and effect.

An electronic version of this Agreement shall be posted on the Glen Oaks Community College Human Resource website and made available for download.

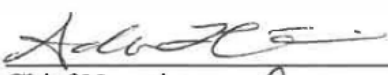
ARTICLE XVI
Duration of Agreement

- A. This Agreement shall be effective September 1, 2024 and shall continue in effect August 30, 2027. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.
- B. Either party may give written notice to the other party of its desire to negotiate a new Agreement by not later than January 1, 2027. Acknowledgment must be given within five (5) calendar days after receipt of this notice and negotiations shall commence within thirty (30) calendar days of the date of this notice.
- C. It is understood that the Employer and the Association will continue conversations regarding fringe benefit packages and that, should changes be negotiated regarding the topic, both parties by common agreement will reopen this contract for that sole purpose.
- D. In the event that the Employer and the Association shall fail to secure a successor agreement prior to the termination of the 2024-2027 agreement, then the 2024-2027 agreement shall remain in full force and effect until a successor agreement is executed or August 30, 2027. All provisions of the 2024-2027 collective bargaining agreement shall continue to be applicable consistent with their terms, including continuation of step, longevity, and health care contribution adjustments as pertinent.

GLEN OAKS COMMUNITY COLLEGE
BOARD OF TRUSTEES


Chairman


Secretary

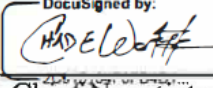

Chief Negotiator


Negotiator


Negotiator

9/24/2024
Date

SOUTHWESTERN MICHIGAN
EDUCATION ASSOCIATION

DocuSigned by:

President & Chief Negotiator

DocuSigned by:
Michelle McNamara
Negotiator

DocuSigned by:
Carol Weatherford
Negotiator

DocuSigned by:
Melissa Blair
Negotiator

APPENDIX A
Salary Schedules

Wages:

Effective September 1, 2024 closest pay period or upon ratification if later – 3% Base Salary Increase

Effective September 1, 2025 closest pay period 3% Base Salary Increase

Effective September 1, 2026 closest pay period 3% Base Salary Increase

2024-2025

	1	2	3	4	5	6	7	8
1	\$45,924	\$47,761	\$49,672	\$51,659	\$53,725	\$55,873	\$58,107	\$60,433
2	\$47,490	\$49,389	\$51,364	\$53,419	\$55,555	\$57,778	\$60,089	\$62,493
3	\$49,108	\$51,074	\$53,117	\$55,240	\$57,450	\$59,746	\$62,137	\$64,623
4	\$50,783	\$52,813	\$54,927	\$57,123	\$59,408	\$61,784	\$64,254	\$66,826
5	\$52,512	\$54,614	\$56,797	\$59,068	\$61,432	\$63,892	\$66,445	\$69,103
6	\$54,305	\$56,475	\$58,733	\$61,083	\$63,525	\$66,067	\$68,710	\$71,459
7	\$56,154	\$58,400	\$60,736	\$63,166	\$65,691	\$68,320	\$71,051	\$73,895
8	\$58,069	\$60,391	\$62,806	\$65,318	\$67,930	\$70,646	\$73,474	\$76,413
9	\$60,047	\$62,448	\$64,947	\$67,544	\$70,247	\$73,056	\$75,978	\$79,016
10	\$62,093	\$64,575	\$67,161	\$69,847	\$72,640	\$75,547	\$78,568	\$81,710
11		\$66,778	\$69,450	\$72,226	\$75,116	\$78,120	\$81,246	\$84,495
12			\$71,818	\$74,691	\$77,678	\$80,785	\$84,015	\$87,377
13			\$74,265	\$77,235	\$80,325	\$83,536	\$86,881	\$90,354
14				\$79,866	\$83,063	\$86,385	\$89,840	\$93,435
15					\$85,895	\$89,329	\$92,904	\$96,619
16						\$92,375	\$96,067	\$99,913
17						\$95,523	\$99,344	\$103,317

2025-2026

	1	2	3	4	5	6	7	8
1	\$47,302	\$49,194	\$51,162	\$53,209	\$55,337	\$57,549	\$59,850	\$62,246
2	\$48,915	\$50,871	\$52,905	\$55,022	\$57,222	\$59,511	\$61,892	\$64,368
3	\$50,581	\$52,606	\$54,711	\$56,897	\$59,174	\$61,538	\$64,001	\$66,562
4	\$52,306	\$54,397	\$56,575	\$58,837	\$61,190	\$63,638	\$66,182	\$68,831
5	\$54,087	\$56,252	\$58,501	\$60,840	\$63,275	\$65,809	\$68,438	\$71,176
6	\$55,934	\$58,169	\$60,495	\$62,915	\$65,431	\$68,049	\$70,771	\$73,603
7	\$57,839	\$60,152	\$62,558	\$65,061	\$67,662	\$70,370	\$73,183	\$76,112
8	\$59,811	\$62,203	\$64,690	\$67,278	\$69,968	\$72,765	\$75,678	\$78,705
9	\$61,848	\$64,321	\$66,895	\$69,570	\$72,354	\$75,248	\$78,257	\$81,386
10	\$63,956	\$66,512	\$69,176	\$71,942	\$74,819	\$77,813	\$80,925	\$84,161
11		68,781	\$71,534	\$74,393	\$77,369	\$80,464	\$83,683	\$87,030
12			\$73,973	\$76,932	\$80,008	\$83,209	\$86,535	\$89,998
13			\$76,493	\$79,552	\$82,735	\$86,042	\$89,487	\$93,065
14				\$82,262	\$85,555	\$88,977	\$92,535	\$96,238
15					\$88,472	\$92,009	\$95,691	\$99,518
16						\$95,146	\$98,949	\$102,910
17						\$98,389	\$102,324	\$106,417

2026-2027

	1	2	3	4	5	6	7	8
1	\$48,721	\$50,670	\$52,697	\$54,805	\$56,997	\$59,275	\$61,646	\$64,113
2	\$50,382	\$52,397	\$54,492	\$56,673	\$58,939	\$61,296	\$63,749	\$66,299
3	\$52,098	\$54,184	\$56,353	\$58,604	\$60,949	\$63,384	\$65,921	\$68,559
4	\$53,875	\$56,029	\$58,272	\$60,602	\$63,026	\$65,547	\$68,167	\$70,896
5	\$55,710	\$57,940	\$60,256	\$62,665	\$65,173	\$67,783	\$70,491	\$73,311
6	\$57,612	\$59,914	\$62,310	\$64,802	\$67,394	\$70,090	\$72,894	\$75,811
7	\$59,574	\$61,957	\$64,435	\$67,013	\$69,692	\$72,481	\$75,378	\$78,395
8	\$61,605	\$64,069	\$66,631	\$69,296	\$72,067	\$74,948	\$77,948	\$81,066
9	\$63,703	\$66,251	\$68,902	\$71,657	\$74,525	\$77,505	\$80,605	\$83,828
10	\$65,875	\$68,507	\$71,251	\$74,100	\$77,064	\$80,147	\$83,353	\$86,686
11		\$70,844	\$73,680	\$76,625	\$79,690	\$82,878	\$86,193	\$89,641
12			\$76,192	\$79,240	\$82,408	\$85,705	\$89,131	\$92,698
13			\$78,788	\$81,939	\$85,217	\$88,623	\$92,172	\$95,857
14				\$84,730	\$88,122	\$91,646	\$95,311	\$99,125
15					\$91,126	\$94,769	\$98,562	\$102,504
16						\$98,000	\$101,917	\$105,997
17						\$101,341	\$105,394	\$109,610

**APPENDIX B
Insurance Benefits**

	Option 1	Option 2	Option 3
Health Plan(s)	\$300/600 deductible in network \$20/\$25/\$50 co-pay 0% co-insurance \$2/\$10/\$20/\$40 co-pay prescription card \$5000 life	High deductible with Health Savings Account (HSA) \$1,350/2,700 deductible in-network \$0 co-pay 0% co-insurance \$2/\$10/\$20/\$40 co-pay prescription card \$5,000 life	
LTD	66 2/3% of Maximum eligible salary \$7000 max monthly benefit 2 year own occupation 90 calendar day modified fill elimination No COLA Alcohol/Drug and Mental/Nervous Same As Illness 5% minimum payout Pre-existing limits waived Family SS offset No Survivor Freeze on Offsets No Educational Supplement	66 2/3% of Maximum eligible salary \$7000 max monthly benefit 2 year own occupation 90 calendar day modified fill elimination No COLA Alcohol/Drug and Mental/Nervous Same As Illness 5% minimum payout Pre-existing limits waived Family SS offset No Survivor Freeze on Offsets No Educational Supplement	66 2/3% of Maximum eligible salary \$7000 max monthly benefit 2 year own occupation 90 calendar day modified fill elimination No COLA Alcohol/Drug and Mental/Nervous Same As Illness 5% minimum payout Pre-existing limits waived Family SS offset No Survivor Freeze on Offsets No Educational Supplement
Life	\$40,000	\$40,000	\$45,000
Vision	Benefits as included in VSP-3 Gold	Benefits as included in VSP-3 Gold	Benefits as included in VSP-3 Gold
Dental	50/50/50/50 \$1000 Class I, II, III annual max \$1000 Class IV lifetime max 2 cleaning per year	50/50/50/50 \$1000 Class I, II, III annual max \$1000 Class IV lifetime max 2 cleaning per year	50/50/50/50 \$1000 Class I, II, III annual max \$1000 Class IV lifetime max 2 cleaning per year

**APPENDIX C
REQUEST FOR FACULTY DEVELOPMENT**

2024-2027

1. Name _____

2. Teaching Discipline(s) _____

3. Type of PD activity: (virtual meeting, conference, seminar, workshop, coursework, etc.)

4. Organization hosting PD (if any):

Please include an electronic version of the full conference brochure/schedule.

5. Location _____

6. Date(s): _____

7. How will this PD contribute to your teaching and/or classroom engagement support your instructional efforts? Be specific on how this activity will improve your performance in your current position at the college.

8. How will you share this new knowledge or skill with your students and peers?

9. Has the college funded any professional development activities for you within the last 3 years? If yes, please provide, in as much detail as possible, why you are seeking additional professional development funds, what the previous financial commitment from the college was for all requests within the last 3 years, and how the previous activities have impacted your instructional performance.

10. Do you intend to submit a proposal to present at the professional development opportunity? If yes, on what topic(s) will you submit?

11. Are you an officer of the sponsoring organization? If so, list your title and a brief description of your role.

12. Projected cost of activity:

a. Travel _____
(Consult the Travel request and reimbursement form)

College/Personal Vehicle _____

Air Fare/Train/Bus _____

TOTAL of Round Trip _____

b. Meals _____
(Consult the Travel Request and Reimbursement form for current per diem rates)

c. Lodging _____

- d. Tuition _____
 - e. Additional fees (parking, tolls, etc.) _____
 - f. Registration _____
 - g. Other _____
 - h. Subtract other sources of funding _____
- TOTAL REQUESTED: _____

Applicant Signature

Date

.....
TO BE FILLED OUT BY COMMITTEE CHAIR

Committee Decision:

Approved _____

Declined _____

Committee Rationale (if declined):

Chair, Professional Development Committee

Date

Total amount funded: _____

Revised 09/01/21

Professional Development Committee Checklist for Approval

1. Has the PD paperwork been filled out completely and professionally, including attaching a full copy of the brochure/schedule of the event?
 - i. Yes_____ NO_____

2. Is the PD request relevant to the faculty member's teaching role at the college and have they articulated how this request will be utilized within that role?
 - i. Yes_____ NO_____

3. Has the faculty member requested PD within the last 3 years?
 - i. Yes_____ NO_____

 - ii. Has the faculty member provide evidence of effective utilization of previous requests?
Yes_____ NO_____

 - iii. Will the faculty member present at the event, and/or hold an officer role in the sponsoring organization?
Yes_____ NO_____

4. Does the PD committee have additional questions or need further clarification?
 - i. Yes_____ NO_____

 - ii. Additional questions:

5. Does the faculty member meet the necessary criteria as outlined?
 - i. Yes_____ NO_____

APPENDIX D
GLEN OAKS COMMUNITY COLLEGE
FACULTY PERFORMANCE APPRAISAL

EVALUATION PERIOD: ACADEMIC YEAR(S) _____

Refer to CBA IX.G.1 for evaluation timelines.

1. Review your student evaluation feedback over the evaluation period supplied to you. Can you identify areas of potential improvement or any other insights? (CBA VI.A.1, IX.G.2.a)

Areas to focus on (suggested by supervisor)

Faculty response

Supervisor comments

2. Respond to the supervisor comments related to the classroom observation conducted by your supervisor. Include areas of potential improvement or any insights gleaned from it. (CBA VI.A.1 IX.G.1)

Supervisor comments

Faculty response

3. Evaluate your record of attendance of faculty forums, required meetings, department meetings, and in-service meetings during this evaluation period supplied by your supervisor (CBA V.G.1, V.G.2)

Faculty response

Supervisor comments

4. Evaluate your record of college service, community service, and/or professional development supplied by your supervisor (as reported by you during this evaluation period). Have you identified any specific development or service opportunities for the next period? (CBA VI.C.2, VI.C.3, VI.C.4, IX.G.2.b, IX.G.2.c)

Faculty response

Supervisor comments

5. Identify your strengths in your job performance.

Faculty response

Supervisor comments

6. Identify any opportunities for professional growth over the next evaluation period.

Faculty response

Supervisor comments

7. Discuss barriers to effective work performance and job satisfaction.

Faculty response

Supervisor comments

8. Identify possible work process improvements, if any.

Faculty response

Supervisor comments

9. Review and respond to your supervisor’s comments on your position description maintained by the College (as supplied by your supervisor), if any.

Supervisor comments

Faculty response

10. Is there anything the college/supervisor can do to support or positively impact you in your job performance or attainment of your goals?

Faculty response

Supervisor comments

CAO’S SIGNATURE _____ DATE _____

FACULTY SIGNATURE* _____ DATE _____

*Signature does not necessarily indicate agreement with appraisal results, but that the appraisal was reviewed and discussed with the faculty member. Supplementary comments by the faculty member will be attached if provided to Human Resources within five (5) working days of the appraisal date (faculty signature date).

APPENDIX E

LETTER OF AGREEMENT

Between

Glen Oaks Community College Board of Trustees

and

The Glen Oaks Community College Faculty Senate MEA/NEA

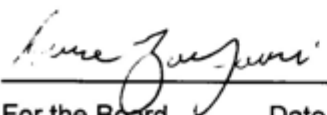
Re: Tuition Reimbursement Policy

It is hereby agreed by and between the Glen Oaks Community College Board of Trustees and the Glen Oaks Community College Faculty Senate MEA/NEA that the Collective Bargaining Agreement (Article VI Section C-4) establishes the minimum for professional development related reimbursement and that the Employer may augment the contribution at their sole and exclusive discretion.

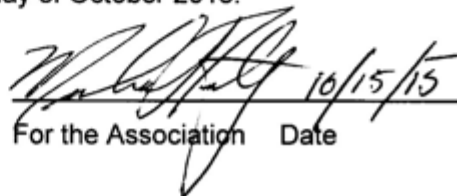
In such event, the Employer retains the exclusive right to establish the regulations associated with the augmented portion and make subsequent modifications to the amounts and regulations and may discontinue the augmentation, all at their sole and exclusive discretion.

In the event of such augmentation(s), modifications and/or discontinuation thereof, the Employer agrees to notify the Union and the affected employees.

This agreement is entered into this 15th day of October 2015.



For the Board Date 10/15/15



For the Association Date 10/15/15

APPENDIX F
FY2024 (As of 5/15/2024)

NAME	DEPARTMENT	YEARS AT COLLEGE	DEPT. SENIORITY	DATE OF HIRE	SIGNING DATE
Keith, Lester	Business	30	1	8/31/93	8/14/93
Proefrock, Steve	PE/History	25	1 and 1	8/28/98	3/12/98
Northrop, Michael	Art/Religion	22	1 and 1	8/28/01	7/13/01
Burch, Rebecca	Psychology/Student Success	22	2 and 1	9/17/01	8/24/01
Conner, Kevin	Computers	20	1	9/2/03	8/4/03
Hartung, Ren	Biology	16	1	8/24/07	6/27/07
Worthington, Chad	Psychology/Sociology	15	1 and 1	9/2/08	7/31/08
Sandelin, Michael	Math	15	1	9/2/08	8/18/08
Ryno, Steve	English/Math	15	1 and 3	9/2/08	8/28/08
Hucko, Jeff	Biology	14	2	8/31/09	5/22/09
Hatfield, Lori	English	13	2	8/27/10	8/23/10
McNamara, Michelle	Communications/ Business	11	1 and 3	8/24/12	6/4/12
Carrel, Pam	Nursing	11	1	8/24/12	8/20/12
Leaverton, Reid	Ag Equipment	6	1	8/25/17	7/5/17
Schmitt, Cheryl	Business	5	2	8/27/18	8/16/18
Goodman, Karen	Nursing	5	2	8/27/18	8/21/18
Weatherford, Carol	English	4	3	8/26/19	8/21/19
Boylan, Sara	Nursing	4	3	1/13/20	12/19/19
Main, Sara	Math	2	2	1/10/22	12/21/21
Cripe, Lisa	Nursing	1	4	8/29/22	6/22/22
Blair, Melissa	Nursing	1	5	8/29/22	6/22/22
Frantz, Nathan	Chemistry	0	1	8/28/23	7/27/23

APPENDIX G

LETTER OF AGREEMENT

Between

Glen Oaks Community College Board of Trustees

and

The Glen Oaks Community College Faculty Senate MEA/NEA

Re: Course Update and Realignment for Distance Learning

Consistent with Article V Teaching Loads and Assignments and Article XIII, Online Education, as well as other provisions of the Collective Bargaining Agreement, the Employer is directing Faculty to realign, modify and update existing courses to align credit hour and student learning outcomes with transfer partner curriculum to maximize student course transferability.

Note: This is for modification of content in the already developed online modality of a course due to the change in credit hours of a course. This is not for simply modifying a course.

For example, Faculty are being directed to change four (4) credit courses into three (3) credit courses to maximize student course transferability. Accordingly, no Faculty member is being required to create “new” course instructional materials, but instead, directed to redistribute the current and updated course presentations to realign/fit within the above stated objective and within the standards as required by GOCC.

The faculty member shall be paid a stipend of One-Thousand (\$1,000) dollars per course for the completed modification, update and realignment. For example, changing a four (4) credit course into a three (3) credit course shall result in the \$1,000.00 being paid.

This stipend will be paid on a one-time basis, within thirty days of all final changes being implemented and contract ratification. Upon payment, the modified, updated, and realigned course(s) shall become the property of Glen Oaks Community College.

Payment is for one faculty member to update course content regardless of others scheduled to teach the course in an online format in the semester in which it is first offered after the credit hour modification.

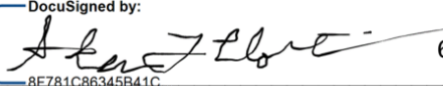
The modified course will:

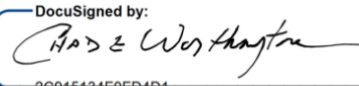
- Meet current/updated/modified criteria as established by the OLAT Online Course Rubric at Ratification.
- Courses will be modified and presented to the CAO or OLAT committee no later than July 15, 2024, but are encouraged to be submitted prior to this date.
- The CAO/OLAT Committee will review any course within 5 business days of submission and will offer initial feedback for improvement or grant approval within 10 business days of submission date.

- Final feedback/granting of approval from the CAO or OLAT shall be prior to August 16th, 2024 for an August 26th start date.

Otherwise, this Letter of Agreement eliminates any and all disputes pertaining to this course realignment initiative and is considered a one-time Agreement, establishing no practice or precedent between the Parties.

This Agreement is entered into this _____ day of May 2024 by and between the Glen Oaks Community College Board of Trustees and The Glen Oaks Community College Faculty Senate MEA/NEA

DocuSigned by:

 8E781C86345B41C
 6/24/2024
 Date
 For the Board

DocuSigned by:

 2C915134F0FD4D1...
 6/24/2024
 Date
 For the Association

List of Courses Paid and Not Paid Under the above Letter of Agreement:

Course Name	Course Title	24 Credits	25 Credits	Online
ANTH-201	INTRO CULT ANTHRO	4	3	Y
ART-220	HISTORY OF ART I	4	3	N
ART-221	HISTORY OF ART II	4	3	N
ENG-201	WOMEN & LITERATURE	4	3	Y
ENG-233	CHILDRENS LIT	4	3	Y
ENG-234	WORLD MYTHOLOGIES	4	3	N
HIST-101	WESTERN CIV I	4	3	Y
HIST-102	WEST CIV II: EURO 1700-PRESENT	4	3	Y
HIST-201	US HIST I: EURO COLONIZ-1877	4	3	Y
HIST-202	US HISTORY II	4	3	Y
HUM-101	MODERN CULTURE & THE ARTS	4	3	Y
MATH-117	FINITE MATHEMATICS	4	3	N
MUS-150	MUSIC APPRECIATION	4	3	Y
PHIL-210	ETHICS	4	3	N
PSI-110	AMER GOV'T & POLI SCI	4	3	Y
PSY-101	PSYCHOLOGY	4	3	Y
PSY-210	HUMAN GROWTH/DEV	4	3	Y
PSY-220	ABNORMAL PSYCHOLOGY	4	3	Y
PSY-250	HUMAN SEXUALITY	4	3	N
PSY-260	SOCIAL PSYCHOLOGY	4	3	Y
REL-231	COMPARATIVE RELIGION	4	3	Y
SOC-120	PRIN OF SOCIOLOGY	4	3	Y
SOC-121	MODERN SOCIAL PROBLEMS	4	3	Y
SOC-220	MARRIAGE & FAMILY LIVING	4	3	Y

LETTER OF AGREEMENT
Between

Glen Oaks Community College Board of Trustees

and

The Glen Oaks Community College Faculty Senate MEA/NEA

Re: Agreement Regarding Transition of Health Plans

October 28th, 2024

The Parties, the Glen Oaks Community College Board of Trustees and the Glen Oaks Community College Faculty Senate MEA/NEA, hereby agree as follows:

Unless otherwise prohibited by the Insurance Company (MESSA) or law, effective January 1st, 2025, the Faculty Senate will transition from the current contractual MESSA Choices \$300/\$600 Deductible and MESSA ABC Plan 1 \$1650/\$3300 High Deductible with Health Savings Account (HSA) coverage to the following:

MESSA Option 1		MESSA Option 2 W/HSA
Choices \$1000/\$2000		ABC Plan 2 \$2000/\$4000
\$20/\$20/\$20		\$0/\$0/\$0
\$20/\$20/\$25/\$50	&	\$0/\$0/\$0/\$0
0% Coinsurance		0% Coinsurance
3 Tier Rx Coverage		3 Tier Rx Coverage

Accordingly, the 2024-2027 Collective Bargaining Agreement between the Parties shall be considered modified consistent with the above referenced Agreement.

The Letter of Agreement is entered into this 28 day of October 2024.



For the Board

10/28/2024
Date



For the Association

10/29/24
Date